

CONFIDENTIAL

U.S. War labor policies board

REPORT
ON
INTERNATIONAL
LABOR
STANDARDS

Ndv 42

919v

TABLE OF CONTENTS

CHAPTER I

	Page
Basis for international action for protection of workers	
General Protection of workers.....	7
Children in industry.....	8
Women in industry.....	8

CHAPTER II

Analysis of international action and proposals for action	
Children in industry.....	10
Women in industry.....	15
Hours of labor.....	17
Rest periods.....	19
Wages, piece work, home work.....	20
Accident and social insurance.....	22
Hazardous occupations.....	29
Strikes, arbitration, right of coalition.....	31
Unemployment.....	32
Immigration and emigration.....	33
Miscellaneous Proposals for Labor Standards.....	34
Enforcement of international agreements.....	34
Economic proposals of labor groups.....	40

CHAPTER III

Analysis of labor standards of the United States	
General protection of workers, standards recognized by the United States Government.....	41
The right to organize.....	41
The right to a living wage.....	41
The basic eight hour day.....	42
Restriction of child and prison labor.....	43

Child labor standards in the United States	Page
Ages.....	44
Hours.....	45
Night work.....	45
Hazardous or injurious occupation.....	46
Child labor legislation and industrial success.....	46
Women in industry, labor standards in the United States..	47
Standards recommended by the Woman in Industry Service of the U. S. Department of Labor.....	47
Evidence of extent to which Federal agencies, state laws, trade union regulations and existing practices approximate these standards.....	51
Hours of labor: Daily hours.....	51
Recommendations for Saturday half-holiday, one day of rest in seven.....	54
Night work for women.....	55
Wages: Equality with men's wages.....	56
Basis of determination of wages.....	57
Home work.....	58
Cooperation of workers in enforcement of standards.....	59

APPENDICES

Complete Table of Contents of Appendices.....	61-65
---	-------

CHAPTER I

BASIS FOR INTERNATIONAL ACTION FOR PROTECTION OF WORKERS

General Protection of Workers

The basis for the consideration by the Peace Conference of an international agreement establishing general minimum industrial standards may be thus summarized:

1. As a natural consequence of unequal international standards, nations with higher labor standards are handicapped in competition with nations having lower standards. Thus a penalty is put upon nations who safeguard the interests of their workers and industrial development itself is retarded.

Recognition of this fact as a basis for joint international action is embodied in the treaties of 1908, which prohibit night work for women and the use of white phosphorus in the manufacture of matches.

2. In obedience to the same principle, the industrial standards of every country tend to conform to the standards of the country which has the least adequate industrial legislation. This tendency for the lowest to become the average standard, should be prevented if there is to be any development of the program of protective labor legislation.

3. The existence of unequal standards between nations causes a movement of labor from countries having low standards to countries with higher standards, which checks the industrial development of the latter country.

4. This gives rise to industrial disturbances in the country with higher standards and is therefore a factor in industrial unrest.

This is illustrated by some of the earliest strikes in the United States which were caused by the immigration of people from nations whose standards of living permit a wage below the prevailing wage in the United States.

An international minimum would in part at least prevent lowering

of the standards of one country by an inundation of labor from another country and by so doing decrease the sum total of industrial discontent.

5. The maintenance of peaceful international relations demands that the safeguards which one nation has thrown around the life and health of its great body of workers shall not be threatened by contact with other nations.

6. Failure to establish international industrial standards which preserve the thoughtful, considered efforts of forward-looking labor groups the world over, places a premium on more revolutionary efforts and encourages the growth of revolutionary methods.

Children in Industry

The basis for an international agreement prohibiting child labor may be briefly summarized as follows:

1. Every nation drained by the war, has a selfish interest in protecting the life and health of its children in order to recover its strength.

2. It is unfair that manufacturers of a given country should enjoy any advantages in international competition gained by the exploitations of child labor. Under present international trade conditions, that country is penalized which deals most generously with its workers; that country is rewarded which exploits them. International regulation of child labor, like other international labor standards, will tend to equalize competition and do away with rivalry in exploitation of workers.

5. Such regulations will, in the long run, be an advantage to all nations concerned, including those which now have low standards. The elimination of cheap labor will stimulate inventiveness and bring about efficient methods of management which will compensate eventually for the increased initial cost of substituting well-paid adult labor for cheap child labor. Higher standards for children will tend to lessen adult unemployment and stabilize wages in all countries.

Among the important points to be covered for an international agreement are (1) limitation of the age below which child labor would be prohibited; (2) limitation of the hours of work of minors above this age limit; (3) prohibition of night work for all minors; (4) prohibition of the employment of minors in occupations involving hazards to health or morals.

Women in Industry

Standards of labor for women in industry are based, primarily, on a consideration of women as industrial workers whose interests are therefore identical with the interests of men in industry. Such general

industrial standards as a living wage, a shorter work day, and sanitary working conditions apply with equal pertinence to women as to men.

To these general standards are added certain special protective measures directed against the special hazards to which women in industry are subjected. This second class of legislation for women, includes, among other measures, the abolition of home-work and the prohibition of night-work.

CHAPTER II

INTERNATIONAL LABOR LEGISLATION

The idea of social legislation has followed the growth of the industrial market from national to international, from the early eighteenth century domestic system of manufacture when the market was local, through the period of the adaptation of machinery when Labor was both cheap and lacking in class consciousness, through the attempts to adapt industry to the broadening market, to the present period.

Discussion of international regulation began early in the nineteenth century and was due to the more acute social foresight of individuals or isolated groups. The twentieth century felt the confusion of non-uniformity among nations and attempted by the "trial and error" method to adjust itself. At the present time Labor is insistent in its demands that the European war shall mark an international social advance. During both centuries the idea has been more or less dormant as is shown by the scantiness of the proposals and the dearth of achievement. In the following pages a brief analysis will be given of the most important subjects contained in whatever proposals and legal actions there have been.

Children in Industry

The international proposals regarding limitation of work for children have been more valuable for propaganda than for the actual provisions contained. In only four cases has action been official, the first in 1890 when the German Emperor called a diplomatic conference and the second in 1904 when Italy and France concluded a treaty concerning working conditions, the third another treaty between France and Italy in 1910 and the fourth in 1913 when proposals were drawn up under the auspices of the International Association for Labor Legislation, and according to the invitation of the Swiss Federal Council, to be presented to a diplomatic conference in 1914.*

The Conference of 1890 called by the German Emperor was representative, numbering delegates from Germany, Austria, Hungary, Belgium, Denmark, Spain, France, Great Britain, Italy, the Netherlands, Luxembourg, Portugal, Sweden and Norway, and Switzerland.

* Proceedings of the principal conferences mentioned in report will be found in Appendix.

The delegates were authorized to make recommendations only. Age of admitting children to industry was placed at twelve years in all except Southern countries where ten years was the limit, but they were also to have satisfied primary educational provisions. The age limit was low but an ameliorative provision regarding hours was included. For children under fourteen work, in one day, must not exceed six hours, broken by one-half an hour's rest, and for children between fourteen and sixteen, ten hours broken by one and one-half hour's rest. It was also considered desirable to make some restrictions for young people over the age of sixteen. The Congress lasted fifteen days, but reached no final agreement and contented itself with recording a certain number of votes.

The treaties between France and Italy have dealt with working conditions rather than with specific age of entering industry and definite hours of labor. They guarantee a reciprocity and a single standard between the two nations as regards promulgation of laws on hours and age limit, rules and forms of working papers, employment in hazardous occupations and supervision of living conditions.

At the Delegates meeting of the International Association for Labor Legislation in 1913 at Berne, thirteen countries were represented, Germany, Austria, Hungary, Belgium, Spain, France, the United Kingdom, Italy, Norway, the Netherlands, Portugal, Sweden and Switzerland. An age limit for entering industry was not stated, but the matter of hours was gone into quite thoroughly, if not satisfactorily. Night work was absolutely prohibited to children under fourteen, and provisionally prohibited up to sixteen years. The force of this provision was more or less destroyed by a time limit clause allowing the enforcing of the provision for children over fourteen years, to be extended ten years in the case of glass works, rolling mills and forges, "however on condition that the night employment shall only be permitted in work of a kind to promote the industrial development of the young workers and which presents no particular danger to their life or health." The words "no particular danger" shows the irony of the exception. Children under sixteen shall not be employed over ten hours in a day, but in a case where the interest of the state demands it or in a case of "force majeure," overtime may be required.

These provisions were to come into force two years after the signing of the treaty, but here again the time limit could be extended in the case of certain manufactures, and could be extended from two to seven years, in States where women and children were permitted to work eleven hours provided that the period of employment should not exceed eleven hours in one day or sixty-three hours in a week. The

war interrupted the proposed 1914 conference, so no action was taken on the terms drawn up.

Proposals by organizations before the war kept the subject alive, but had no legal force. The first proposal for restriction of child labor was made in 1839 when M. Le Grand addressed the governments of the Central European States with a plea for a ten year age limit for boys and twelve years for girls in factories. Children under fourteen were to work only six hours a day, children over fourteen, ten hours, and Sunday work was prohibited. Proposals for restricting hours were made at the Congress of the International Workingmen's Association in Geneva 1867, age of working being limited simply by reduction of hours. They provided a graduated scale beginning with two hours of work for children nine to twelve years and ending with an eight hour day for all workers over seventeen. Night work was to be prohibited.

In 1883 the Swiss Worker's Congress meeting in Zurich sent a circular letter to other countries indicating a basis for international legislation. Their program contained the provision for prohibiting child labor under fifteen years, and otherwise limiting the work of young persons under twenty-one. The French Worker's Congress adopted similar resolutions. In this same year the German Social Democratic Party asked the German Chancellor to convoke an international meeting, one of the points under consideration to be prohibition of child labor under fourteen years. There is no record of this meeting having been called.

In 1886 the French Trade Unions called an International Conference of Workers at which Belgium, Germany, Great Britain, Spain, Italy, Sweden, Australia and France were represented. They intended to work through the medium of international action and asked for prohibition of child labor under fourteen years and a limitation of hours to six. The Congress for Protective Labor Legislation was called by the Federation of Swiss Workmen at Zurich in 1897. The standard was raised over the Berlin Conference mark. They would apparently limit the working age of children by making school attendance obligatory until the fifteenth year. This does not rule out part-time work, but they say "Experience proves that masters object to engage children working only a part of the day." Night work was to be prohibited and young people between sixteen and nineteen should only work seven hours with at least one and one-half hour's rest at mid-day.

In 1912, the International Association of Labor Legislation at Zurich heard reports of special committees. It was proposed to appoint a committee to draw up a memorial to be submitted at the

next meeting in regard to prohibition of child labor in dangerous trades, and to report on ways and means of carrying out and extending the existing law for the protection of children.

During the war period there have been many general demands for some regulation of child labor. At Stockholm in 1917, the German Majority Socialists and the German Independent Socialists both asked for international protection for children; the Inter-allied Labor and Socialist groups asked for prohibition of night work for children; the Socialist Party of the United States asked for abolition of child labor and the General Federation of Trade Unions of Great Britain in a letter to the Premier asked for an international agreement regarding child labor.

More definite proposals came from the two trades union conferences of Leeds and Berne representing respectively entente allied opinion, and enemy and neutral opinion. At Leeds in 1916 ten delegates were present from France, five from Italy, two from Belgium, besides the delegates from the British Labour Party and from the Trade Union Congress. It was resolved that children should be fourteen years before entering industrial and agricultural work.

The Congress at Berne in 1917 was composed of ten delegates from Germany, five from Austria, ten from Hungary, three from Denmark, eight from Holland, two from Norway, five from Sweden and eleven from Switzerland. They agreed that children should not work in industry under fifteen years of age, and they also made the further restriction of an eight-hour day for juvenile workers between fifteen and eighteen years and advised one and one-half hours rest after four hours work. Children were also to be given the advantage of attending trade schools and continuation schools, school hours to fall between eight A. M. and six P. M. Night work and Sunday and holiday work should be prohibited for children; work in injurious trades and underground mine work were to be forbidden.

The Pan American Federation of Labor at Laredo in 1918 and the American Federation of Labor Convention in 1917 both adopted the resolution "no article or commodity shall be shipped or delivered in international commerce in the production of which children under the age of sixteen years have been employed or permitted to work."

The International Association for Labor Legislation has drawn up a memorandum (June, 1918) which it requests the Swiss Federal Council to present to the Peace Conference. They propose the adoption of the draft of 1913 regarding child labor with reservation of the right to shorten the ten hour day by the number of hours attendance at continuation schools required, should attendance be made compulsory. They also made the age for entering industry

fourteen with reservation of the right to raise the minimum if development of the continuation school system should require it, and they made the age for under-ground employment in mines sixteen.

The curves showing the proposed age limit for entering industry seems to be without rhyme or reason probably because definite proposals were few and sporadic, and provisions for restricting the hours of labor are equally various. The prohibition of night work for children and the insistence upon Sunday rest is general having been demanded by all the above-mentioned Congresses, except those of 1883 and 1886.

TABLE SHOWING PROPOSED AGE LIMIT FOR ADMISSION OF CHILDREN TO INDUSTRY

Age Limit	1839 M. Le Grand in Memorial to Govts.	1867 Congress of International Workmen's Assn. Geneva	1883 Swiss Worker's Congress Zurich	1883 German Social Democratic Party	1886 International Conference of Workers	1890 Official Conference Called by German Emperor	1897 Congress for Protective Labor Legis. Zurich	1916 Inter-Allied Trade Union Leeds	1917 Inter-Allied Trade Union Berne	1918 International Association for Labor Legis.	1918 A. F. of L. and Pan- American at Laredo
16											x
15			x				x		x		
14				x	x			x		x	
13											
12	Girls x					x					
11											
10	Boys x										
9		x									

HOURS OF LABOR FOR CHILDREN

- I 2 to 8 hours. (graduated scale), children 9 to 17 years.
(1867 Congress of International Workingmen's Assn.)
- II 6 hours a. for children under 14
(Le Grand 1839, Berlin Conference 1890)
 b. for all children
(International Conference of Workers 1886)
- III 7 hours for children 16 to 19
(Congress for Protective Labor Legislation 1897)
- IV 8 hours a. for children over 17
(Congress of International Workingmen's Assn. 1867)
 b. for children between 15 and 18
(Inter-Allied Trade Union Congress at Berne 1917)
- V 10 hours a. for children over 14
(Le Grand-1839)
 b. for children between 14 and 16
(Berlin 1890)
 c. for children under 16
(Official delegates at Berne 1913)
 d. for children under 16—hours of work to be
 shortened by attendance at trade schools
(Proposals of I. A. L. L. 1918)

Woman in Industry.

Official international action in regard to women in industry has taken the form of two treaties and two official conventions.

The treaty of 1904 between France and Italy, already mentioned in connection with child labor, provided for greater uniformity between the two countries in regard to the working conditions and hours of work, both for women working in their native country or in the other signatory country; for the increase in the number of Italy's factory inspectors to meet that of France in order that laws relating to night-work, hours, and Sunday rest might be adequately enforced in both countries. Italy also agreed to gradually put into effect a shorter work day for women.

The other treaty is the often quoted international treaty signed at Berne in 1906, dealing with the prohibition of nightwork for women in industrial employment. The nations entering into the treaty were Germany, Austria, Belgium, Denmark, Spain, France, Great Britain,

Italy, Luxembourg, Holland, Portugal, Sweden and Switzerland. Night rest is defined as a period of eleven consecutive hours including the interval between 10 in the evening and 5 in the morning. There are certain exceptions listed including seasonal industry and work on perishable goods.

The conference of 1890 at Berlin prohibited women from working under-ground and declared night work to be undesirable. The length of the working day was set at eleven hours, broken by an hour and a half of rest.

The ruling on hours of work for women in the 1913 convention at Berne is the same as that for children. It is one hour better than the 1890 conference, the maximum number per day being ten hours. This program was drawn up and submitted by a committee appointed at the conference of the International Association for Labor Legislation meeting in Zurich in 1912.

The non-official discussion of women in industry follows very closely the history of provisions for children. The Geneva Congress of the International Workingmen's Association in 1867, resolved that women should not be employed in unwholesome industries; the Swiss Worker's Congress, in Zurich, 1883, sent a circular letter to other countries proposing regulations for the work of women; the International Conference of Workers convoked by the French Trade Unions in 1886 recommends protective measures for women workers, among other things the limitation of the working day to six hours; the Metal Worker's Congress held at Zurich in 1893 discussed the restrictions of employment of women. The International Congress for Protective Labour Legislation held in Zurich, 1897, makes a point of defining a broad extent for regulation, including domestic industries as well as factories and agricultural work, "if possible." They would prohibit night work. The miners in International Congress at Carlsbad in 1913 demand in the form of a resolution, the prohibition of the employment of women in mines.

As in the case of children, there have been general demands, during the war period, that some provision should be made for protection of women in industry upon the conclusion of peace. The increased number of women workers at the present time makes this an auspicious occasion for international regulation, for more than ever before women will form one of the factors in competition. Demands for some regulation are universal among the great nations, allied, enemy and neutral. On the side of the Allies we have the clause contained in the Inter-Allied Labor and Socialist War Aims: "need for an international agreement for . . . the prohibition of night work by women;" the clause in the Inter-Allied Trade Union resolutions drawn up at

Leeds prohibiting night work for women; the clause contained in the proposal sent to the Prime Minister by the General Federation of Trade Unions of Great Britain in 1916, asking for international agreements dealing with the labor of women. On the side of the enemy we have the manifestos submitted at Stockholm by both the German Majority and Minority Socialists asking international protection for women workers. The resolutions adopted at the Berne Conference, showing the feeling of enemy and neutral countries are more specific. They ask for an eight hour day and a forty-four hour week for women; prohibition of night work; prohibition of employment in mines and industries particularly dangerous to women.

The prohibition of night work is generally agreed upon, no doubt, because of the treaty of 1906 which was binding for a period of twelve years, dating from 1912, thus overlapping the war period. Hours are less often stressed in the case of women workers probably because of the general desire for a shorter day for all workers which would, of course, cover the case of women.

Hours of Work

Hours of work are specified in two different ways, first by directly defining the limits of the work day, and second by setting definite limits to the rest period. We have discussed the boundary of the work day in connection with the sections on Children in Industry and Women in Industry, but there are certain general provisions remaining. These will be taken up as they are set forth—hours for the working day and rest periods.

There are no treaties definitely limiting the hours for adult workers and the two official conferences did not discuss the length of the ordinary working day except for special cases. Though not endorsed at official conferences the eight hour day has received international recognition. It will be remembered that there were six instances in which an eight hour or a shorter day were recommended for children; two instances in which provisions for an eight hour or shorter day were suggested for women, namely: the International Conference of Workers held in 1886 and the recent International Congress of Trade Unions held at Berne in 1917.

The general eight hour day for all workers has been sponsored by the Geneva Congress of the International Workingmen's Association in 1867; the Swiss Workers Congress 1883; the International Conference of Workers 1886; the International Socialist Conference meeting in 1889 and again in 1910; the International Conference for Protective Labour Legislation held in Zurich, 1897; the eighth International Conference of Secretaries (Trade Union) 1913; the American Federa-

tion of Labor in 1917; the Pan-American Conference in 1918; the Scandinavian Conference in 1918; and the Inter-Allied Conference in 1918.

The eight hour shift in continuous industries was asked for at Zurich in 1897 (Conference for Protective Labor Legislation); at Zurich in 1912 (International Association for Labor Legislation) and at Leeds in 1916 (Inter-Allied Trade Unions).

The eight hour day has been demanded in certain particularly fatiguing industries. The miners, meeting in International Congress in 1890, 1891, 1892, 1893, 1894 passed resolutions favoring the eight hour day and in 1913 made their demands more specific by including time spent in going to and from the workings in the mines. The Inter-Allied Trade Unions at Leeds in 1916 asked for an eight hour day for miners, as does also the Memorandum of the International Association for Labor Legislation drawn up in 1918.

The International Association for Labor Legislation at Zurich in 1912 asked for an eight hour day in the iron and steel industry and resolved to ask the governments to conclude an international agreement in regard to this work. The same organization asked for an eight hour day in the paper and pulp mill and in chemical establishments. The International Textile Workers in Congress 1894, registered a vote in favor of asking the governments to fix an eight hour day or a forty-eight hour week for children and adults, and in 1911 they determined to ask the governments for an eight hour day in all textile mills in all countries.

The International Conference of Employees of Public Works at Zurich in 1913 voted to submit a demand to "responsible authorities" for an eight hour working day exclusive of breaks; and continuous work, inclusive of pauses.

Between the eight hour day and the ten hour day we have a resolution on the part of the International Association for Labor Legislation in 1912, that a fifty-six hour week be established in glass works.

There are two distinct demands for a ten hour day, and strangely enough they have both been made by Trade unions. The first is a resolution adopted by the Inter-Allied Trade Unions at Leeds in 1916 and the second was a resolution adopted by the International Trade Unions Congress at Berne, in 1917. The latter resolution provides, however, that at fixed intervals the daily hours be reduced in such a manner that after a "time limit to be fixed by agreement the eight hour work day shall become the maximum legal work day."

There are other general resolutions and discussions which ask that the hours of the working day be regulated by international agreement. These were passed at the Metal Workers' Congress in Zurich, 1893,

and Amsterdam 1904, by the International Conference of Secretaries (Trade Union) at Amsterdam in 1905, by the Tobacco Workers in 1894, by the International Association for Labor Legislation at Geneva 1906, Zurich 1912, by the General Federation of Trade Unions (Great Britain) in 1916, by the United States Socialist Party in 1918. The official conference held at Berlin in 1890, regarded limitation of hours of work in mines as essential, and the International Association for Labor Legislation appointed a commission in 1912 to study hours of work in railroading and dock work.

Rest Periods

Rest periods are of three classes, (1) those which have to do with the working day, such as breaks during the day, and night work; (2) those which are related to the working week, such as Saturday afternoon and Sunday; and (3) those which break into the working year, such as vacations and maternity rest periods.

The breaks during the day have been mentioned before in connection with the first three topics discussed and are a natural accompaniment of provisions for restricting the working hours. Night work has been mentioned in connection with the discussion of women and children, but a few of the main provisions will be included here and the general limitation of night work discussed.

The treaty between France and Italy in 1904 provided for enforcement of prohibition of night work for women and children; the International treaty of 1906 dealt exclusively with prohibition of night work for women; the International Conference at Berlin in 1890 advised that night work for women and children be prohibited; the International Conference in Berne 1913 recommended prohibition of night work for children under 16. It was also recommended for prohibition in the case of women and children in a half a dozen other instances. Other provisions regarding night rest are miscellaneous proposals, 12 in number, beginning with that of Le Grand in 1839 and continuing to the present.

The general feeling seems to be against night work except in industries which must be worked continuously, in which case an 8 hour shift is recommended. The most advanced provision is that of the International Trade Union Conference at Berne in 1917. The provisions are as above described with an additional clause forbidding night work between 8 P. M. and 6 A. M.

Sunday rest has been prominent in conference again beginning with 1886. The basis of the argument in every congress enumerated in this report has been the physical need for a weekly rest period. However, there have been international congresses whose sole point of

discussion has been Sunday rest, but their argument is mainly based on religious grounds. Most of the proposals are semi-indefinite, simply asking for Sunday as a rest day, but here again the Trade Union program at Berne in 1917 is more definite. A summary of the clause is as follows:

- (1) To insure all workers by law weekly continuous rest period of at least 36 hours during period from Saturday to Monday. Exceptions: for labor required for resumption of work on Monday, for establishments which must be operated continuously for technical reasons and for activities serving for recreation and education of people on Sunday. In these cases a 36-hour rest period to be granted on week days.
- (2) To insure such a rest period, establishments with continuous operation shall organize reserve shifts so arranged that each worker is off duty every third Sunday.

Demands for the Saturday afternoon holiday have in most cases been made for women. The most recent and definite proposals for all workers was that made by the Trade Unions at Leeds in 1916. It reads: "To make compulsory the weekly rest on Sunday and on the afternoon of Saturday, subject to exceptions for some occupations, where the Saturday afternoon rest would be transferred to another day in the week."

The International Conference of Employees of Public Works at Zurich in 1913 asked for short absences and summer holidays with full pay. The International Congress of Miners at Carlsbad in 1913 also asked for an annual leave with wages.

The only other special rest period introduced into international discussion is that of maternity rest. Three memorandums have specified that there should be such a rest, that of the conference at Berlin in 1890, that of the International Association for Labor Legislation in 1918 and of the Trade Unions at Berne in 1917. They provide for a rest of four weeks, eight weeks and 10 weeks respectively.

Wages, Piece Work, Home Work.

There are no treaties, international agreements or official proposals for international action in the establishment of a minimum wage, or for the regulation of piece work and home work.

As would be assumed, most of the discussion on these points has taken place at trade union congresses, and it is to be presumed that although they desired that action be uniform, internationally, they intended actual measures to come from within the nations. The following unions passed resolutions favoring, or discussed favorably, the

question of minimum wage at their international congresses: International Congress of Miners, Berlin 1894; Metal Workers' Congress, Zurich 1893; International Association of Railway Workers, Milan 1895; International Conference of Tailors, 1913. The means of obtaining uniform wages in the same branch of the industry was discussed at the Metal Workers' Congress at Amsterdam in 1904. The International Congress of Dockers and Seamen in Paris, 1900, appointed an international committee to study the question of wages in all countries, and the Third International Conference of Employees of Public Works resolved in favor of a graduation of wages according to length of service, the maximum to be reached after five years, also for weekly payment of wages and for the prohibition of overtime except in case of emergency.

The abolition of piece work was voted for at the Metal Workers' Congress at Zurich, 1893; at the Conference of the International Association of Railway Workers in Paris, 1894, and the abolition of home work was resolved upon at the Tobacco Workers' Congress, Basel 1894. Resolutions favoring propaganda for the regulation of home work were passed at the Sixth International Conference of the Secretariat held at Paris, 1909; at the International Conference of Tailors in 1913, and in 1897 the International Congress for Protective Labour Legislation meeting at Zurich, asked that international legislation be enacted forbidding employers to compel their work women to take work home.

The International Association for Labor Legislation meeting at Zurich in 1912 passed the following legislative proposals:—

- a. Wages may not be paid in kind.
- b. System of fines should be abolished.
- c. Materials used in manufacture must be furnished to the worker.
- d. Only cost price for tools may be charged.
- e. Home workers to be organized into trade unions and conclusion of wage agreements.
- f. Wage boards of employers and employees with president elected by the board or appointed by the Government should be appointed to provide a minimum wage for home workers.*

The Berne Conference of Trade Unions in 1917 also asked for a wage board to be established in all districts having home industries, this board to establish legally binding wage rates. They also declared that all laws relating to protection of labor shall be applicable as well to home work, that social insurance shall be extended to home workers,

* For full terms, see Appendix.

that home work shall be prohibited in cases where injury to the health of the workers might be involved. They demand adequate inspection. The German Majority Socialists at Stockholm endorsed the Berne program in regard to home work.

In the International Association for Labor Legislation memorandum of 1918, they ask "the conclusion of special agreement regulating the labor contract to prevent international labor disputes . . . which should insure enactment of minimum wage laws covering underpaid occupations."

The only other resolutions in connection with these subjects were included by the Socialist Party of the United States in their party program of 1918. They ask that the "Federation of Peoples of the World" give international recognition to the union principles of the minimum wage.

Accident and Social Insurance

The great bulk of international industrial legislation and thought has dealt with accident and social insurance as is shown by the twenty-six bi-partite treaties that have been concluded, the discussion at the official conference of Berlin in 1890, the interest displayed by various International Trade Unions before the war, and the proposals drawn up to be presented to the Peace Conference.

The clauses on social insurance, particularly accident insurance in the 1904 treaty between France and Italy, became the basis of the subsequent series of treaties on these subjects. They seek to insure to the citizen of one country injured during the course of employment in a foreign country the same protection under accident insurance laws and, in certain cases under sickness, old age, survivor's and unemployment insurance laws, as is enjoyed by a citizen of that country.

In no case is any attempt made at standardization of insurance laws. There is great lack of uniformity in the details of the treaties of the various countries. The German treaties are particularly detailed in their provisions as to length of residence, administration, etc.

The administrative machinery is largely left to joint action by competent administrative and judicial authorities. Frequently consuls are made the go-betweens for the interested parties.

The following list gives the treaties relating to social insurance, together with their main provisions.*

* Full text of treaties in Appendix.

France and Italy, Convention April 15, 1904.

Social and accident insurance.

Extension of benefits under old age, sickness, accident and unemployment insurance to workers of either country working in other countries.

Certain rights such as "lump sum" indemnity granted dependents not residing in country of accident.

Provision for reciprocal privileges as to deposits in National Bank of Pensions, France, and National Bank of Insurance, Italy.

Provision for reciprocal privileges of old age and perhaps invalidity pension banks (not then established) for workers of either country in other countries. Three parties to contribute to funds, employee, employer and state.

Provision for similar reciprocity on unemployment banks (not then established).

France and Italy Arrangement June 9, 1906.

Social and accident insurance: Detailed application of principles of treaty of April 15, 1904.

France and Italy Supplement to 1906 treaty, June 30, 1907.

France and Belgium Arrangement, February 21, 1906.

Accident Insurance: Citizens of each country living in other countries to benefit by laws of country of residence. Law of place of accident to prevail subject to certain exceptions (See Belgium-Luxemburg Treaties, 1905 and 1906).

France and Belgium Note, March 12, 1910.

Addendum on subject of treaty of February 21, 1906.

France and Luxemburg Convention, June 27, 1906.

Accident Insurance: Same in substance as treaty between France and Belgium of February 21, 1906.

France and Great Britain Convention, July 3, 1909.

Accident insurance: Same in substance as treaty between France and Belgium of February 21, 1906. Modification and extension of details.

France and Great Britain Arrangement, November, 1910.

Accident insurance: Application of treaty of July 3, 1909.

France and Switzerland Agreement, October 13, 1913.

Old age pensions: Eradication of inequalities in operation of laws of the two countries.

France and San Marino Convention, July 27, 1918.

Accident insurance: France-Italy treaty of June 9, 1906, extended to San Marino. Italian laws apply (Bulletin Ministère du Travail June, July, 1918, p. 99).

Belgium and Luxemburg Arrangement, April 15, 1905.

Accident insurance: Citizens in each country working in other countries to benefit by accident insurance laws of country of residence (Became the type treaty followed by other countries) Law of place of accident to prevail except in case of those who have worked less than six months in one country, the headquarters of the business being in the other, the law of the country of the business headquarters then to apply. Provisions for modification of Luxemburg law to conform to treaty.

Belgium and Luxemburg Addendum to treaty of 1905, May 22, 1906.

Accident insurance: Railroad workers excepted from rule that law of place of accident applies.

See also France 1906 and 1910 and Germany 1912.

Germany and Italy clause in Commercial treaty, December 3, 1904.

Accident insurance: Each country to examine treatment of its workers in the other country.

Germany and Italy Convention, July 31, 1912.

Accident insurance: Same as Belgium-Luxemburg treaties of 1905 and 1906.

Germany and Italy Extension.

Social insurance: Extension of benefits on sickness, old age and survivor's insurance to workers of either country living in other countries and promise of addition of agricultural insurance when Italy's legislation approximates that of Germany.

Germany and Austria clause in Commercial treaty, January 25, 1905.

Accident insurance: Same as clause in 1904 German-Italy treaty, and "protection des Travailleurs" with view to obtaining reciprocal advantages. No subsequent action.

Germany and Luxemburg Arrangement, September 2, 1905.

Accident insurance: Same as Belgium-Luxemburg treaty of 1905.

Germany and Sweden Clause in Commercial treaty, May 8, 1906.

Same as clause in 1904 Germany-Italy treaty. No subsequent action.

Germany and Holland Treaty, August 27, 1907.

Accident insurance: Same in substance as 1905 Belgium-Luxemburg treaty. Details more fully worked out to avoid conflict of laws of two jurisdictions.

Germany and Holland Supplement to treaty of 1907, May 30, 1914.

Germany and Belgium Convention, July 6, 1912.

Accident insurance: Same in substance as earlier German treaties.

Germany and Spain Agreement, February 12, 1913.

Accidents: To report accidents happening to citizens of either country on ships sailing under the other country's flag.

Italy, See France 1904, 1906, 1907 and Germany 1904 and 1912.

Italy and Switzerland Clause in Commercial Treaty, July 13, 1904.

Accident insurance: Each country to examine treatment of its workers in other country with view to obtaining reciprocal advantages. No subsequent action.

Italy and Austria Hungary Clause in commercial treaty, February 11, 1906.

Accident insurance: Same as in 1904 Italy-Switzerland treaty.

Italy and Hungary Arrangement, September 19, 1909.

Accident insurance: Same in substance as 1905 Belgium-Luxemburg treaty with refinements and addition of provision for a permanent international court of arbitration for the settlement of disputes arising under this agreement.

Italy and United States Clause in Commercial treaty, February 25, 1913.

Accident insurance: "The citizens of each of the High Contracting Parties shall receive in the states and territories of the other, the most constant security and protection of their persons and property and for their rights, including that form of protection granted by any state or national law which establishes a civil responsibility for injuries or for death caused by negligence or fault, and gives to the relatives or heirs of the injured party a right of action, which right shall not be restricted on account of the nationality of said relatives or heirs; and shall enjoy in this respect the same rights and privileges as are or shall be granted to nationals, provided they submit themselves to the conditions imposed by the latter."

Austria-Hungary See Germany 1905 and Italy 1906 and 1909.

Great Britain See France 1909 and 1910.

Holland See Germany 1907 and 1914.

Luxembourg See Belgium 1905 and 1906, Germany 1905 and France 1906.

The International Conference on Labor in Factories and Mines held at Berlin in 1890 was, as has already been stated in the discussion of child labor, officially called by the German Emperor. The delegates recommend that institutions of "providence and assistance" intended to guarantee the miner and his family against the effects of disease, accident, premature ill-health, old age and death be further developed.

Discussion by non-official groups has served as propaganda and has as a rule been intended to better conditions within each country. The trade unions which have dealt with the subject have been, the International Congress of Miners at Berlin in 1894 and at Carlsbad in 1913, the International Convention of Railwaymen at Paris in 1894, the Congress of the International Tobacco Workers at Amsterdam in 1904, the International Conference of Employees of Public Works at Zurich in 1913. Their proposals have been for care of those injured in accidents and of the widows and orphans of those killed in mines, for adequate disablement, accident, old age, widows' and orphans' pensions for miners and families, for a pension equal to two-thirds of former wage after twenty years service for railway men, for reciprocity in regard to sick benefits in all countries represented by unions in the Tobacco Workers Federation, for old age, widows' and orphans' pensions for families of Public Works Employees.

Among the other organizations which have studied insurance is The International Congress for Protective Labor Legislation held at Zurich, 1897. If maternity insurance is not provided, they agree that an employer should provide for the maintenance of work women during confinement.

The International Association for Labor Legislation has discussed insurance at its meetings of 1901, 1904, 1906, 1908, 1910 and 1912. Until 1912 they contented themselves with studying the question of accident insurance. In 1912 they requested the American section to urge the passage of laws by states, on sickness and accident insurance, making no discrimination against alien workers. Governments were also urged to develop and extend the following principles in sickness, old age, and invalidity insurance legislation: (1) Maternity insurance, uniform period of benefit of eight weeks and approximately equal maintenance benefits; (2) Benefits paid by insurance institutions; no difference between citizens of a state and foreign workmen except where state supplements premiums or benefits; (3) Benefits where state grants are made for insurance, benefits to insured foreigners and their dependents reduced at most by the amount corresponding to grants.

The International Congress on Occupational Diseases held at Brussels in 1910 recommended that reparation should be made for injuries caused through occupational diseases, because such reparation would be a matter of justice and a means of prevention.

The International Association on Unemployment, meeting in 1913, recommended a joint Commission with the Committee on Social Insurance and the Association for Labor Legislation in order to study migratory labor.

The group most interested in Social Insurance has formed an

association of its own. Since 1889, they have held eleven international congresses on social insurance in Europe. The first dealt with accident insurance. Later congresses discussed the problems of old age pensions, insurance against invalidity, occupational diseases, sickness and unemployment and a uniform system for compiling international statistics on these subjects.

Under a constitution adopted in 1910, a Permanent International Committee on Social Insurance was started. National committees of not more than fifty members have been organized in France, Italy, Germany, Austria, Hungary, Switzerland, Belgium, Holland, Luxembourg, Roumania and the United States.

The purposes of the organization as stated in the call for the conference at Paris, September, 1914 (probably not held), were (1) to study the problem of social insurance and (2) to conduct propaganda in its favor by supplying information to governments and by creating favorable public opinion. In 1910 a resolution was adopted inviting governments whose statistics of accidents had been studied to reduce to a uniform system their methods of handling census statistics on accidents.*

During the war the outstanding proposals for international regulation of social insurance have been made by the two International Trades Union Congresses of Leeds 1916, and Berne 1917. The resolutions adopted at Leeds were drawn up by the French organization, "Confederation Generale du Travail." In brief, the provisions are as follows:—

Accident Insurance:—Existing treaties should be extended on the principle of unconditional assimilation of the victims of accidents and their dependents whatever their nationality and usual place of residence.

Regulation of conflicting laws e.g., arising from nationality of employer in relation of employee.

Provision for permitting invalids and dependents to conduct formalities of collection of benefits in country of their residence.

Sickness Insurance:—Provision for governments to study and realize within a fixed period laws on sickness insurance and to grant the benefit of their provisions to foreigners and to ensuring non-interruption of benefits to workers changing residence and effecting payment of compensation beyond frontiers.

Disability Insurance and Old Age Pensions:—Enlarging of terms of 1904 French-Italian treaty within a given time and extension to foreign workmen.

* For program for 1912 and 1914 conferences see Appendix.

The proposals made at Berne are similar to those of Leeds. Both look toward greater homogeneity between nations. A summary of Berne resolutions follows:

Countries which have not introduced insurance against sickness, industrial accidents, invalidity, old age, and unemployment shall obligate themselves to do so at earliest date possible.

Immigrant workmen shall enjoy same status as native workmen under social insurance laws regardless of length of stay. Workmen temporarily employed outside their country, and transportation workers usually working within several states, shall be subject to insurance in state of employing enterprise. All social insurance documents shall be executed without charge and be exempt from fiscal dues.

Alien workmen departing from country where they have legal claim to pension shall not lose claim provided their own country has acknowledged principle of reciprocity, details to be determined by international treaty.

These treaties shall also regulate whether trade diseases shall be considered as industrial accidents.

Claims under unemployment insurance become extinct on departure from country. Granting of travel subsidy to be regulated by treaty.

Introduction of maternity insurance with minimum benefit equivalent to legal sick benefit to be made obligatory for all states.

Social insurance to be extended to home workers.

Other proposals for inclusion of insurance terms in the Peace Treaty have come from the German Majority Socialists, the International Association for Labor Legislation and the Austrian Society for Workmen's Protection. The Germany Majority Socialists in their program presented at Stockholm 1917, endorse the Berne program. The International Association for Labor Legislation includes an insurance clause in their Memorandum of 1918. It provides for assurance, through international agreement, of the protection of legal claims of workers abroad against unequal treatment with respect to social insurance pension claims; provision for neutralization, even in case of war, of insurance contributions of alien workers, through transfer of claims to a neutral country. The Austrian Society for Workmen's Protection issued a memorial on International Labor Laws in 1918*

* News item, *Soziale Praxis*, July 25th, 1918.

in which they express the hope that principles will be laid down for the establishment and increase of international social insurance, equalization of legislation for sickness, accident, old age and invalidity insurance as well as for widows and orphans.

Hazardous Occupations

The outstanding international action restricting work in hazardous occupation is that taken in 1906 when a treaty was concluded prohibiting the use of white phosphorus in the manufacture of matches. The signatory countries were Germany, Denmark, France, Italy, Luxembourg, Holland and Switzerland. Great Britain signed in 1910 and the United States barred from signing on account of the terms of the Constitution, levied a prohibitive tax in 1912. The Dutch Indies were included by Holland, and through the efforts of the International Association for Labor Legislation, Austria, Hungary, Victoria and Finland passed laws to the same effect.

France and Italy in 1910, by treaty, provided that the employment of young people in unhealthy and dangerous trades be regulated by the laws of the country of employment. Glass and crystal works were denied to young people in Italy, and arrangement was made whereby they would also be barred in France.

The Berlin Conference of 1890 was called mainly for the purpose of regulating work in mines. The proposals drawn up were general and in reality merely laid down a suggestive program in regard to safety provisions, shortening of the hours of work, supervision of mines by engineers . . . and development of insurance systems. They likewise counseled exclusion of children, young people and women from unhealthy or dangerous occupations except under conditions defined by law.

Non-official proposals for study of hazardous occupations were made by the International Association for Labor Legislation, the International Congress on Occupational Diseases, and the International Hat Workers' Conference. The first named association undertook to study the danger of poisons in industry with a view to drafting international treaties. This was in 1901. In 1912 principles were drawn up to be presented to the various governments which are in brief as follows:

- (1) Ferrosilicon should be secured against wet and dampness both in storing and transport.
- (2) Preventive measures against ankylostomiasis should be taken as soon as possible by international agreement.
- (3) Provision made for study, with view to international action, for protection of workers in mines, tunneling operations

and stone quarries; for prevention of anthrax among industrial workers, and of mercurial poisoning in fur cutting and hat making; for protection of dock workers and workers in caissons; on desirability of regulating diving operations; on industrial poisons used in painting and decorating industries, and the polygraphic industry; and on hygienic conditions in the ceramic industry.

- (4) A permanent council of hygiene should be requested to revise the list of industrial poisons every four years.

The International Hat Workers' Conference held in Vienna in 1909, appointed a committee to study means of combating mercury poisoning.

The International Congress on Occupational Diseases in 1910 presented a broad educational program for lessening occupational diseases through prevention. In brief, it is as given below:

Resolutions: Favoring required instruction in diseases pertaining to labor in medical schools and required courses in industrial hygiene in higher technical schools.

Governments should expand medical inspection of workers and of industrial establishments in industries liable to endanger the health of workers. Special medical supervision ought to protect children, adolescents and women as well as adults in occupations particularly unhealthful.

Announcement of principal occupational poisons should be made to make prevention easier and to provide for reparation.

Reparation for injuries caused by occupational diseases should be imposed as a measure of justice and as a prophylactic means.

The terms on hazardous occupations suggested for the Peace Conference are interesting on account of their detail. Regulations in regard to industrial poisoning were embodied in the memoranda of Trade Unions at Leeds in 1916 and of Berne in 1917, of the International Association for Labor Legislation in 1918. They are as follows:

Provisions protecting against industrial poisons, dangerous processes, and illnesses pertaining to occupations should be made.

Establishments where processes are especially injurious to health of workmen shall in each country be precisely designated by decree or law. Governments shall be obligated to promote in their countries the development of laws on industrial hygiene, particularly to achieve uniformity of hygiene regulations for individual industries and to further effort against use of industrial poisons and dangerous methods of production.

Special regulations as to maximum hours of labor, having regard to extent of occupational danger, should be made.

International prohibition of use of injurious substances (especially lead compounds) for which substitutes exist should be demanded.

Other provisions are for (1) a uniform system of automatic coupling applicable to all trucks to be used on railways¹; (2) the barring of women and children from work with poisonous substances and in occupations particularly dangerous to them²⁻³; (3) the enactment of international safety measures for workers engaged in international transportation on water and on land (after the United States model);² and the request for the appointment of an Allied commission of inquiry into the laws of hygiene and safety, and the best method of applying these industrially and locally.

Strikes and Arbitration—Right of Coalition

One of the resolutions passed at the Berlin Conference of 1890 sounds strangely like recent discussion of arbitration:

"That for the purpose of insuring continuity in the supply of coal, steps should be taken for the prevention of strikes. Experience tends to show that the best preventive consists in a voluntary agreement between masters and men, that in all cases where their difference cannot be arranged by a direct understanding, they shall have recourse to a solution by arbitration."

There were four other instances of recent date, found, where coalition and arbitration were the subjects of resolutions.

(1) The German Majority Socialists Program of 1917 asked for "international freedom and the right of coalition." The Memorandum of the International Association for Labor Legislation of 1918 recommends the conclusion of a special agreement regulating the labor contract, in order to prevent international labor disputes, stating that this agreement should guarantee the recognition of the right of free coalition.

(2) The resolution in the Pan-American Conference proceedings announces the right of "free association."

(3) The International Trade Union Conference in Berne in 1917 devote a whole section in their Peace Conference Program to the "Right of Coalition." In brief, the terms are as follows:

- (1) The right of free coalition should be granted in all countries to workmen, and laws to the contrary should be abrogated.
- (2) Interference with this right shall be punishable.

¹Inter-Allied Trade Unions at Leeds 1916.

²I. A. L. L. Memorandum 1918.

³Central Federation of Trade Unions 1916.

- (3) Alien workmen shall employ the same rights as native born workmen.

Unemployment

The first International congress on unemployment was called by l'Umanitaria Society of Italy and held at Milan in 1905. Their ambition was not to abolish unemployment but to ameliorate the consequences of unemployment. This they intended to accomplish by the action of labor organizations on hours and wages, by periodical censuses of unemployment, by free labor exchanges and compulsory insurance. This congress prepared the way for the International Association on Unemployment which was formed in Paris in 1910. At the first meeting more than 20 governments and 50 other public bodies were represented. According to the by-laws the object of the Association was to coordinate all efforts made in different countries to combat unemployment.

The permanent international secretary's office was established at Ghent. Since the inception of the organization they have classified information relative to unemployment and have conducted international investigations. Since 1911 the Association has published a quarterly bulletin on unemployment. National sections have been constituted in 17 countries: Germany, Austria, Hungary, Belgium, Spain, the United States, Finland, France, Great Britain, Italy, Luxembourg, Norway, Holland, Denmark, Servia, Sweden, and Switzerland.

The Third International Congress on Unemployment was held in Ghent in 1913, at which time resolutions were adopted covering the following principles:

1. Establishment of systematic governmental labor exchanges.
2. Postponement of work on public undertakings until times of depression.
3. Study of the questions of unemployment insurance and migratory labor.
4. Recommendations that more detailed statistics be kept and that large concerns divide their contracts so far as technically possible, according to trades.

In proposals for the Peace Conference one finds two items touching unemployment—the first stated by the Trade Unions at Berne in 1917, calls for an international central bureau through which labor market statistics may be exchanged, such reports to be accessible to labor organizations; the second is a plea made by the Inter-Allied Labor and Socialist group in their war aims of 1918, for the reinstate-

ment of wage-earners and peasants of the devastated area, in homes and employment.

Emigration and Immigration

One of the objects of the permanent organization of the Pan-American Federation of Labor is to establish better conditions for the working people who emigrate from one country to another. Three other organizations believe that through international regulation of the Peace Conference such working conditions may be improved.

The Inter-Allied Trade Unions at Leeds in 1916 presented an argument for such regulation, containing these statements:

1. The right to work should be guaranteed to foreign laborers.
2. There must be legal international rules for the performance of the clauses of the contracts of labor.
3. Foreign workmen must be guaranteed the right of organization.
4. Labor emigrants should be directed only where the want of labor is severely felt.
5. Working conditions and wages should be the same for foreign born and native workers.
6. Reports should be sent by the immigration department of the countries importing labor to the emigration department of the countries exporting labor.

The terms asked for at the Trade Union Conference at Berne in 1917 supplement those given above:

1. Enactment of prohibitions of emigration shall not be permissible.
2. Enactment of general prohibition of immigration shall not be permissible except where it shall be necessary to avoid economic depression, to preserve the national health and to maintain a literacy standard.
3. The hiring of contract labor should be prohibited.

The International Association for Labor Legislation memorandum of 1918 requests provisions for the protection of emigrant labor through international agreements and organizations; and the limitation of the duration of the contracts of colonial contract labor.

All mention contract labor and it will be noted that all differ—one would prohibit, one regulate duration of contract, and one would interpret by international agreement the terms of the contract.

Mention should be made in connection with emigration, of the treaty between the United States and Japan, concluded in 1911, which .

placed upon Japan the responsibility of controlling emigration of laborers to the United States.

Miscellaneous Proposals for Labor Standards

1. *Regulation Concerning Recruitment of Labor.*—A treaty was concluded in 1906 between the United Kingdom and France and one between the Transvaal and the Portuguese Province of Mozambique was signed in 1909. Both dealt with the above named subject.

2. *Education of Immigrants.*—"In order to assure enforcement of protective labor legislation, owners of establishments with at least 5 workmen speaking only a foreign language shall be legally obliged to establish at their own expense and under supervision of the educational authorities courses of instruction in which the immigrant workman may learn the language of the country."

—International Trade Union Conference, Berne, 1917.

3. *Involuntary Servitude.*—"Involuntary servitude shall not exist except as a punishment for crime whereof the party shall have been duly convicted."

37th Annual Convention, American Federation of Labor and Pan-American Conference, 1918.

4. *Establishment of Trial by Jury.*—37th Annual Convention, American Federation of Labor and Pan-American Conference, 1918.

5. *Labor Representatives.*—"The governments of the various nations shall exchange labor representatives, according to the same authority and honor that is given to any other diplomat."

37th Annual Convention, American Federation of Labor.

6. *Labor Not a Commodity.*—"That in law and in practice the principles shall be recognized that the labor of a human being is not a commodity or article of commerce."

Pan-American Conference, 1918.

7. *Freedom of Rights.*—"The right of free association, free assemblage, free speech, and free press shall not be abridged."

Pan-American Conference, 1918.

8. *Seamen.*—"That the seamen of the merchant marine shall be guaranteed the right of leaving their vessels when the same are in safe harbor."

Pan-American Conference, 1918.

Enforcement of International Agreements

The enforcement of treaties is largely left to joint action of competent administrative and judicial authorities. Consuls are frequently made the go-betweens for the parties. In such cases the power of

termination of the treaty becomes the instrument which secures observance of the treaty obligations.

The original French-Italian treaty of 1904 concerning savings banks, social insurance and protection of women and children workers, provides that the treaty run for five years and then be terminable upon one year's notice. If either party is derelict respecting the enforcement of its laws protecting women and children, the other may terminate the treaty at any time on a one year notice. Italy's interest in the saving bank and social insurance clauses made this an effective weapon for France in securing Italy's observance of the clauses concerning women and children. A further clause provided for exchange of annual reports as a check on the observance of the treaty.

The later French-Italian treaty (1910) concerning the working conditions of young persons, required each country "to issue simultaneously the orders and regulations which they may consider necessary for the execution of this agreement."

The Belgian-Luxembourg treaty of 1905, besides providing a termination at will upon one year's notice being duly given, contains the following clause:

"Les autorités belges et luxembourgeoises se prêteront mutuellement leurs bons offices en vue de faciliter de part et d'autre l'exécution des lois relatives aux accidents de travail."

A similar clause is contained in the Franco-Belgian and Franco-Luxembourg Treaties of 1906, and the Franco-British Treaty of 1909.

The German-Luxembourg treaty of 1905 provides that "dans l'application des règles . . . les organisations et juridictions compétentes se prêteront une aide mutuelle sans préjudice de leurs obligations de constater d'office ces accidents."

The Franco-Italian treaty of 1906 (as also to varying extent the Italian-Hungarian treaty of 1909, the Franco-Belgian note of 1910, the German-Belgian Treaty of 1912 and the German-Italian Treaty of 1912), provides for the use of the consular authorities located in the district of the accident by requiring that notice of the proceedings shall be sent by the government of the district to such authorities who then act in behalf of the dependents of the injured workman, who forward payments of indemnity to them, furnish necessary papers, and otherwise act for their benefit. As to the proofs relative to the various claims which will arise, "the proper authorities" (not necessarily the consular ones), will determine upon them, as also upon the necessary procedure in cases where the workmen or their dependents live neither in France nor in Italy. All the details of execution of this treaty are left in the hands of such vaguely designated "authorities."

A treaty between Germany and Holland dated 1907 goes more into the details of administration. "In administering the laws the proper authorities shall give each other mutual assistance in determining the facts of any case." Where sworn depositions of foreigners are needed, "a request to this effect duly submitted through diplomatic channels shall be acceded to." Each country "shall summon" witnesses "by official action and if necessary use such means of compulsion as are prescribed in the case of similar proceedings in their own country."

By treaty of 1909 between Italy and Hungary, provision is made that if the consular authorities so desire, the government officials "shall lend their assistance" in supplying information as to whether or not the conditions as to payment of indemnities have been satisfied.

The Franco-British treaty of 1909 and arrangement of 1910 provide for the use of the British County Court in conjunction with the French consul, and, in cases of workmen returned to France, the local French Mayor. Yearly reports of such British judicial proceedings are to be forwarded to the French Department of Labor and Social Insurance.

A treaty between Germany and Belgium dated 1912, provides that, "The competent administrative and judicial authorities shall give each other mutual assistance and shall lend each other judicial assistance according to the regulations in force in civil and commercial matters. In urgent cases the authorities shall even give, officially, their necessary means of information as if it were a question of carrying out the national law." It is further provided that regulations to carry out the terms of this treaty shall be formulated by each country "in their respective autonomy" and then communicated to the other.

The treaty between Germany and Italy of 1912 provides that "as to administration of laws of one country in another" mutual support and legal assistance "shall be given." The legal assistance to be "in accordance with the provisions in force for civil and commercial matters." By this same treaty the duties of the consular authorities are made more explicit, than by any other. Not only do they act in behalf of their absent nationals but they must supply necessary evidence to the authorities of the other country and be prepared to serve documents on their absent nationals. In case of failure in this latter case the other country "shall be at liberty to effect such service by other means."

The first suggested means of dealing with disputes, and that hardly judicial in its nature, is found in the German-Luxembourg treaty of 1905. It is there provided that in case of doubts arising as to which law should apply in a given case, "les autorités de l'Etat dans lequel auront été accomplis les travaux de l'exploitation, cause du différend

. . . tranchent la difficulté avec compétence exclusive et an dernier ressort."

It remained for the treaty of 1909 between Hungary and Italy to formulate a scheme of joint judicial action for the settlement of international disputes. ¹ Arbitration through the agency of a permanent arbitral court is provided for upon demand of either state. The court of arbitration consists of three (3) members, one appointed from each of the two states and the third (the President of the court), chosen by these two appointees—a citizen of a third friendly state. It holds its sessions in each of the two countries alternately. The rule of the majority is to govern. In case the states fail to agree upon the proper procedure, the court may itself adopt its own procedure. The court may furthermore call upon each government for such aid in the service of its process as is commonly extended to the Civil Courts of such country.

This is probably the most significant of the provisions in any treaty relating to the machinery of operation. It is so far the only one of its kind. One great advantage lies in the fact that, whereas of course recourse might be had in all such cases to the Hague Courts of Arbitration, yet here is the opportunity for a court composed of specialists who deal only with their specialty. As no information can be obtained as to the functioning of this court, it is probable that the clause creating it has remained a dead letter.

The final protocol of the International Conference on Labor in Factories and Mines, Berlin, 1890, recommended that in case the government should give effect to the proposals of the conference, the execution of the measures taken in each state should be superintended by a sufficient number of specially qualified functionaries nominated by the government and independent of employers and of employees. The annual reports of these officials would be published by the government and sent to the other governments concerned in the agreements. It was recommended that each of the states should proceed periodically and as far as possible in a similar form, to publish statistics on the questions included in the deliberation of the conference.

In 1906, at the International Conference at Berne, Great Britain proposed the formation of an International Commission to supervise the execution of the two treaties agreed upon at the conference. The function of the Commission was to examine laws, reports and facts, as to the observance of the treaty obligations in the various countries. On the basis of its findings, it would advise governments and report

¹Article 9 of this treaty reads as follows: "Disputes which arise between the two states respecting the interpretation and application of this agreement shall be referred to arbitration on the demand of one of the two states."

back to future conferences for diplomatic consideration and, if necessary, arbitration. Sweden and Switzerland were the only countries favoring this proposal. The alternate plan proposed by the French and Swiss delegates approved of the International Commission, but made it consultative in nature and not advisory. It was charged with giving advice on the request of one of the signatory states in regard to the interpretation and the execution of the treaty. Luxembourg, Italy, Spain and Portugal favored this proposal. Holland agreed in part, but doubted the wisdom of undertaking it at that time. England also lent her support. Germany, however, was opposed even to a consultative commission as she feared its infringing on the sovereign rights of nations. In this, Austria Hungary and Belgium concurred. In the face of such strong opposition, no official action could be taken.

The states favoring the commission contented themselves with signing a "voeu" embodying provision for it, which would be converted into a convention by the contracting states through the agency of the Swiss government, as soon as it had received the concurrence of all the states signatory to the convention. This was not obtained and the Swiss government acted as intermediary for the signatory states in questions arising under the two treaties.

The resolutions adopted by the International Association for Labor Legislation at Zurich, 1912, included recommendations for the collection and exchange of uniform statistics, and for publishing every four years a comparative report on the administration of labor laws. For this purpose the governments were invited to appoint an International Commission of statistical experts and inspectors of labor. The same conference recommended an increased number of women inspectors and at least one woman inspector in each center of industry where the employment of women or children is general.

The resolutions adopted by the General Federation of Trade Unions at Leeds, 1916, after discussing at length the attempts to secure an international commission and the arguments for it, suggest that at the peace conference the opposition of Germany to such a commission should not be taken into account and that it should be one of the bases of the Federation of the United States of Europe. They further suggest that one of the best international guarantees of the development of national inspection of work in their respective countries, would be to summon the national labor organization in every country to participate in controlling the obligation of labor laws. They propose that the international labor office of the International Association for Labor Legislation which already receives assistance from several governments should be the agency entrusted

with the coordination of the various inquiries, statistical methods, comparative reports of international convention, judgment of international inquiry, examination of everything concerning the development of labor legislation, protection, hygiene and safety of the workers. The governments would contribute to the expenses in proportion to be determined upon.

At the subsequent meeting at Berne in October, 1917, the federation recommends again that the International Association for Labor Legislation shall be explicitly recognized in the peace treaty as the medium of enforcement and promotion of international labor legislation. The International Labor office shall act as intermediary in the quick exchange of labor market statistics and shall serve as a clearing house of information on social insurance and labor laws and shall undertake the preparation and direction of international investigations in this field.

The International Federation of Trade Unions enters its claim for representation in such an International Labor office. This office would be charged with periodically provoking international conferences for the promotion of labor and social legislation to which the signatory states shall send official representatives.

The International Federation for Labor Legislation in its memorandum of June 11, 1918, submitted to the Swiss Federal Council for presentation to the conference, included the following obligations to be assumed by the contracting powers:

"A special international agreement providing that the reports of supervisory officials as to the enforcement of protective laws be made in comparable form.

"The International Association for Labor Legislation would be designated as the recognized official agency for the enforcement and promotion of protective labor legislation and would charge the International Labor Office in Basel created by it with the scientific preparation of the form which these reports shall take, as a means of the international protection of labor. The signatory countries would have to assure the furnishing of the funds required for the development of the International Labor Office as a social-statistical central office and bureau of information.

"To each of the above agreements (proposed international action) should be added a proviso under which the agreement could be amended every 6 to 10 years in accordance with the progress of international labor legislation. These amendments would automatically replace the minimum demands incorporated in the peace treaty."

Economic Proposals of Labor

Since the declaration in favor of an "economic war after the war," made by the Economic Conference in 1916, Labor has been indefatigable in its persistent denunciation of the principle. They argue that an economic depression in one part of the world makes itself felt to a greater degree in every other part.

Aside from the unanimity on this point the economic proposals are varied. Probably the most important is that contained in the Inter-Allied Labor and Socialist Memorandum on War Aims.

"The Inter-Allied Conference insists that in view of the probable world-wide shortage, after the war, of exportable foodstuffs and raw materials, and of merchant shipping, it is imperative, in order to prevent the most serious hardships, and even possible famine, in one country or another, that systematic arrangements should be made on an international basis for the allocation and conveyance of the available exportable surpluses of these commodities to the different countries, in proportion, not to their purchasing power, but to their several pressing needs."

It is not within the scope of this discussion to deal with Labor's political peace aims, but the various memoranda, given in full in the appendix, include the political proposals.

CHAPTER III

ANALYSIS OF LABOR STANDARDS OF THE UNITED STATES

GENERAL PROTECTION OF WORKERS—STANDARDS RECOGNIZED BY U. S. GOVERNMENT

The national labor standards of the United States may be derived from the principles set forth by the National War Labor Board, as representing both industrial management and organized labor as well as the public, with the sanction of the government; the standards adopted by the War Labor Policies Board, representing the government as an employer; and Congress through legislative enactment affecting the employees of the government. These principles emerge from the policies established by the various agencies of the government: The Right to Organize, the Right to a Living Wage, the Adoption of the Basic Eight Hour Day, Restriction of Prison Labor and of Child Labor.

The Right to Organize

This principle received its full acceptance by the government early in the war with the representation of labor on various boards. It was affirmed by the representation of labor on the National Industrial Conference Board and by the following policy enunciated by the National War Labor Board and promulgated by President Wilson on April 8, 1918.

"The Right of Workers to organize in trade unions and to bargain collectively through chosen representatives is recognized and affirmed. This right shall not be denied, abridged, or interfered with by the employers in any manner whatsoever."*

This policy was incorporated as part of the general policy of the War Labor Policies Board on July 12, 1918, by vote of the Board.

The Right to a Living Wage

A second principle established in a manner similar to the Right to

* For full text of War Labor Board's Principles and Policies, etc., see Appendix.

Organize is that affirming the right of all workers to a living wage. The policy adopted reads as follows:

"The right of all workers, including common laborers, to a living wage is hereby declared.

"In fixing wages, minimum rates of pay shall be established which will ensure the subsistence of the worker and his family in health and reasonable comfort."*

This policy was also maintained by the various wage adjustment agencies of the government. The following statement was adopted among others by the Conference of the Chairmen of Labor Adjustment Boards and also adopted by the War Labor Policies Board on September 20, 1918:

"Fourth, a clear statement as to the national labor policy in reference to readjustments of wages to conform to changes in the cost of living should be made by the President."

The Basic Eight Hour Day

A third principle also adopted by the National War Labor Board, promulgated by President Wilson, and incorporated into the policies of the War Labor Policies Board reads as follows:

"The basic eight hour day is recognized as applying in all cases in which existing law requires it."

The War Labor Policies Board further legislated on this matter on July 12 and July 26 in adopting the following clause for contracts made by the various government departments:

"Wages of laborers, operatives and mechanics doing any part of the work contemplated by this contract in the employ of the contractor, shall be computed upon a basic rate of eight hours' work, with overtime rates to be paid at not less than time and one-half for all hours in excess of eight hours. Compliance by the contractor with the provisions of this article shall be of the essence of the contract."

The eight-hour day for government employees has also been established by acts of Congress dated August 1, 1892, June 19, 1902, and March 3, 1913. The acts of August 1, 1892, and of March 3, 1913, limit the time of employment to eight hours for all laborers, and mechanics employed by the United States or the District of Columbia except in extraordinary emergency.

The Congressional Act of June 19, 1912, provided that every contract to which the United States is a party shall contain provisions limiting the hours of laborers or mechanics to eight hours per day. The act excepted from its operation contracts for such materials or articles as may usually be purchased in the open market, except for

* War Labor Board, Principles and Policies, April 8, 1918.

all classes of work which have been or are now being performed by the government. These, when done by the contractor, shall comply with the terms of the eight-hour law.

The President's Mediation Commission, in a report dated January 9, 1918, stated:

"The Eight-hour day is an established policy of the country; experience has proved justification of the principle also in war times. Provision must of course be made for longer hours in case of emergencies. Labor will readily meet this requirement if its misuse is guarded against by appropriate overtime payments."

Chapter 436 of the Acts of the First Session of the Sixty-Fourth Congress provides that "beginning January 1, 1917, eight hours shall, in contracts for labor and service, be deemed a day's work and the measure or standard of a day's work for the purpose of reckoning the compensation for services of all employees who are now or may hereafter be employed by any common carrier by railroad, except railroads independently owned and operated not exceeding one hundred miles in length, electric street railroads, and electric interurban railroads. . . ."

Restriction of Child and Prison Labor

The War Labor Policies Board adopted the following contract clause on July 12 and July 26, 1918:

"All work required in carrying out this contract shall be performed in full compliance with the laws of the State, Territory, or District of Columbia where such labor is performed; provided, that the contractor shall not employ in the performance of this contract any minor under the age of 14 years or permit any minor between the ages of 14 and 16 years to work more than eight hours in any one day, more than six days in any one week, or before 6 A. M. or after 7 P. M. Nor shall the contractor directly or indirectly employ any person undergoing sentence of imprisonment at hard labor which may have been imposed by a court of any State, Territory, or municipality having criminal jurisdiction. Provided, however, that the President of the United States may, by Executive order, modify this provision with respect to the employment of convict labor and provide the terms and conditions upon which such labor may be employed. These provisions shall be of the essence of the contract."

A previous Child Labor law having been declared unconstitutional by the Supreme Court, there is now before Congress a proposal to

prohibit Child Labor which has been accepted by the Conference Committee of the House and Senate. The contract clause adopted by the War Labor Policies Board and given above was enforced by the Child Labor Division of the Children's Bureau. This established the policy of prohibition of Child Labor by the government as employer.

The experience of the various agencies of the government created to administer the labor program as well as legislation by Congress establishes, so far as the National Government may, certain labor standards and policies. These policies are few in number and by no means inclusive. They merely supply a minimum standard, a basis for the continuous development of the best industrial relationships and organization. Less than these would threaten the well being of American industry and the wholesome lives of its workers; and the nation may well urge that they be protected by their international recognition and adoption of them or their equivalents by the Peace Conference.

CHILD LABOR STANDARDS IN THE UNITED STATES

The following paragraphs summarize briefly the most important information on this subject and give in some detail the chief provisions of the child labor laws of the several States of the United States.¹

1. Ages²

In Ohio a girl must be sixteen and a boy fifteen years of age, in order to be employed in any occupation. Montana prohibits the employment of children under sixteen years of age in factories, or in any industry in which machinery is operated. Michigan, California, South Dakota and Texas place the age limit at fifteen. Of the remaining forty-three States, all but five have a fourteen year age minimum.

The United States Senate has legislated by a vote of fifty to twelve—to tax out of existence the labor of children below this age.³

¹For supporting tables see Appendix.

²See Appendix for detailed statement in regard to age provisions, by States; and for legal references for these provisions.

³A Senate amendment to the Revenue Bill (H.R. 12863) imposes as a tax of ten per cent on the year's net profits from the sale or disposition of the product of (a) any mine or quarry in which children under sixteen years of age have been employed or permitted to work during any portion of the taxable year; (b) any mill, cannery, workshop, factory, or manufacturing establishment situated in the United States in which children under the age of fourteen years have been employed or permitted to work or children between the ages of fourteen and sixteen have been employed or permitted to work more than eight hours in any day or more than six days in any week, or after the hour of seven o'clock post meridian, or before the hour of six o'clock ante meridian, during any portion of the taxable year. This bill is now (January 16, 1919) under consideration by a joint conference committee composed of representatives of the House and the Senate.

The foregoing summary understates the actual minimum ages at which children are allowed to work, because, in most states, the educational and other requirements for employment prevent many children from beginning their industrial life as soon as they reach the age permitted by law.

The number of child wage earners under sixteen in factories in the United States decreased 39,720 from 1910 to 1914—the latest year for which statistics are available. This is a decrease of 24.6 per cent.¹

2. Hours²

An 8-hour day and a 48-hour week for children under 16 is the standard in twenty-eight states.³ Besides these, one state does not permit any work by children under 16 in factories or places where there is machinery, and one permits children under 15 to work 10 hours in one day, but limits their weekly hours to 48. In six states 18 is the age below which hours are regulated. Two of these six prohibit night work for boys under 18. The same two are among the four states which prohibit the employment of females for more than 8 hours a day. One state limits the hours of children to 9 a day and 51 a week. Six states have a 54-hour week, the daily hours ranging from 9 to 10½ hours. Another state has a 9-hour day, but does not specify the number of hours per week. One state permits a 55-hour week and one permits a 56-hour week.

There remain seven states which allow children to be employed 60 hours a week and two which have no limitation whatever on hours of work for children.

3. Night Work⁴

All except eight states have night work prohibitions. A number of states forbid night work for females irrespective of age. In states permitting night work for young persons 21 is the minimum age for girls, and 18 the minimum for boys. With the exception of Georgia, where night work is prohibited only to children under 14 years of age, the lowest minimum is 16 years.

Of the states which have night work prohibitions, all but three specify the evening and morning hours between which children may not work, as for example, between the hours of 7 P. M. and 6 A. M.

¹Bureau of Census: Abstract of Census of Manufactures 1914, p. 432.

²See Appendix for detailed statement in regard to the occupations effected, exemptions, etc., for each state. and legal references for this statement.

³In one of these states the law applies to boys under 14 and girls under 16.

⁴See Appendix for detailed statements for each state in regard to night work, prohibition by occupation, ages, etc., and for legal references for these statements.

4. Hazardous or Injurious Occupation¹

With five exceptions, all States make some provision against the employment of children in dangerous, injurious or immoral occupations. These provisions range from those which specify a few prohibited occupations for children under 16, to one specifying in addition to prohibited occupations, for children, a general prohibition against the employment of children under 21 in any occupation which is dangerous, injurious, immoral, or hazardous to morals, and establishing a State board with power to determine hazardous industries.

In many states messenger work at night is prohibited as an occupation involving moral hazards. Because of the nature of this work various minimum age restrictions have been placed upon the employment of girls as messengers. At least three states forbid girls under 21 to engage in this kind of employment.

Another protection afforded children against hazardous occupations is the frequent requirement of a physical examination before going to work. The examining physician is required to state that the child is physically able to do the work in which he is to be engaged. Thus officers issuing certificates can protect children against occupations which have been discovered to be injurious.

In some of the states included in the above paragraphs, employment in mines is classified with hazardous occupations. In others special legislation covers the subject.²

Only 9 States are without specific child-labor prohibitions for mines. In some of these States there are no mines, and in few is mining an industry of any importance. In two States the minimum age for boys in mines is 18, in one 17, and in 22 states, 16. The chief mining States have prohibitions affecting women, but since women have not as a rule worked in mines laws on this point have no special pertinence.

CHILD LABOR LEGISLATION AND INDUSTRIAL SUCCESS IN THE UNITED STATES

The highest standards in regard to the child labor are to be found in the important manufacturing States. Ohio which ranks fourth among the States in the United States in the value of its manufacturers, prohibits the employment of girls under 16 and boys under 15, limits the hours of girls under 18 and boys under 16 to 8 in one day and 48 in a week, forbids night work for children under these ages between the

¹ For detailed statement by States in regard to regulation of such occupations, and for legal references for this statement, see Appendix.

² For detailed statement by States in regard to child labor prohibitions for mines, and for legal references for this statement see Appendix.

hours of 6 P. M. and 7 A. M., and prohibits the work of children under 18 in any occupation dangerous or injurious to life, health or morals. The other states ranking in respect to industrial strength, among the first five in the Union, namely, New York, Pennsylvania, Illinois, and Massachusetts are also among the most progressive States in the protection of the child workers. All forbid the employment of children under 14, restrict the night work of children, forbid the employment of children for more than 8 hours a day, or 48 hours a week, except Pennsylvania which permits a 9-hour day, and a 51-hour week, and all prohibit the employment of children in hazardous or morally dangerous occupation.

The fact emerges that these States with great limitations on child labor are the ones which exceed all others in the value of products, the value added by manufacture, and the number of wage earners. The eminence of these States in industrial competition with others is evidently dependent on freedom from restrictive legislation.

More detailed comparison between the value of the products of the States in the light of their child labor laws brings out the fact even more clearly that protective child labor legislation does not prevent industrial development. In cotton manufacture, for example, a comparison between Massachusetts, which has fairly high standards, and North Carolina, which has low standards, is significant. The value of manufactured cotton goods in Massachusetts in 1914², was more than twice as great as that of the much larger state of North Carolina, the former producing goods to the value of \$197,322,111, the latter to the value of \$90,743,683.

WOMEN IN INDUSTRY LABOR STANDARDS IN THE UNITED STATES

I. Standards governing the employment of women as advocated by the Woman in Industry Service of the U. S. Department of Labor.

(In the following outline the italic type in the text indicates those provisions which are held to be of the most vital importance.)

1. HOURS OF LABOR

1. **Daily hours.**—*No woman shall be employed or permitted to work more than eight hours in any one day or forty-eight hours in any one week. The time when the work of women employees shall begin and end and the time allowed for meals shall be posted in a conspicuous place*

¹ Bureau of the Census: Abstract of Census of Manufacturers, 1914, p. 272.

² Bureau of Census: Abstract of the Census of Manufacturers, 1914, p. 266.

in each workroom, and a record shall be kept of the overtime of each woman worker.

2. **Half holiday on Saturday.**—Observance of the half holiday should be the custom.

3. **One day of rest in seven.**—*Every woman worker shall have one day of rest in every seven days.*

4. **Time for meals.**—*At least three-quarters of an hour shall be allowed for a meal.*

5. **Rest periods.**—A rest period of 10 minutes should be allowed in the middle of each working period without thereby increasing the length of the working day.

6. **Night work.**—*No woman shall be employed between the hours of 10 p. m. and 6 a. m.*

2. WAGES

1. **Equality with men's wages.**—*Women doing the same work as men shall receive the same wages, with such proportionate increases as the men are receiving in the same industry. Slight changes made in the process or in the arrangement of work should not be regarded as justifying a lower wage for a woman than for a man unless statistics of production show that the output for the job in question is less when women are employed than when men are employed. If a difference in output is demonstrated the difference in the wage rate should be based upon the difference in production for the job as a whole and not determined arbitrarily.*

2. **The basis of determination of wages.**—*Wages should be established on the basis of occupation and not on the basis of sex. The minimum wage rate should cover the cost of living for dependents and not merely for the individual.*

3. WORKING CONDITIONS

1. **Comfort and sanitation.**—State labor laws and industrial codes should be consulted with reference to provisions for comfort and sanitation. Washing facilities, with hot and cold water, soap, and individual towels, should be provided in sufficient number and in accessible locations to make washing before meals and at the close of the work-day convenient.

Toilets should be separate for men and women, clean and accessible. Their numbers should have a standard ratio to the number of workers employed. Workroom floors should be kept clean. Dressing rooms should be provided adjacent to washing facilities, making possible

change of clothing outside the workrooms. Rest rooms should be provided. Lighting should be so arranged that direct rays do not shine into the worker's eyes. Ventilation should be adequate and heat sufficient. Drinking water should be cool and accessible, with individual drinking cups or bubble fountain provided. Provision should be made for the workers to secure a hot and nourishing meal, eaten outside the workroom, and if no lunch rooms are accessible near the plant a lunch room should be maintained in the establishment.

2. **Posture at work.**—Continuous standing and continuous sitting are both injurious. A seat should be provided for every woman employed and its use encouraged. It is possible and desirable to adjust the height of the chairs in relation to the height of machines or work tables so that the worker may with equal convenience and efficiency stand or sit at her work. The seats should have backs. If the chair is high, a foot rest should be provided.

3. **Safety.**—Risks from machinery, danger from fire, and exposure to dust, fumes, or other occupational hazards should be scrupulously guarded against by observance of standards in State and Federal codes. First-aid equipment should be provided. Fire drills and other forms of education of the workers in the observance of safety regulations should be instituted.

4. **Conditions needing correction.**—Work is more efficiently performed by either men or women if healthful conditions are established. It is usually possible to make changes which will remove such hazards to health as the following:

- a. Constant standing or other posture causing physical strain.
- b. Repeated lifting of heavy weights, or other abnormally fatiguing motions.
- c. Operation of mechanical devices requiring undue strength.
- d. Exposure to excessive heat or excessive cold.
- e. Exposure to dust, fumes, or other occupational poisons, without adequate safeguards against disease.

5. **Prohibited occupations.**—*Women must not be employed in occupations involving the use of poisons which are proved to be more injurious to women than to men, such as certain processes in the lead industries. (Subsequent rulings on the dangerous trades will be issued.)*

6. **Uniforms.**—Uniforms with caps and comfortable shoes are desirable for health and safety in occupations for which machines are used or in which the processes are dusty.

4. HOME WORK

No work shall be given out to be done in rooms used for living or sleeping purposes or in rooms directly connected with living or sleeping rooms in any dwelling or tenement.

5. EMPLOYMENT MANAGEMENT

1. **Hiring, separations, and determination of conditions.**—In establishing satisfactory relations between a company and its employees a personnel department is important, charged with responsibility for selection, assignment, transfer, or withdrawal of workers and the establishment of proper working conditions.

2. **Women in supervisory positions.**—Where women are employed, a competent woman should be appointed as employment executive with responsibility for conditions affecting women. Women should also be appointed in supervisory positions in the departments employing women.

3. **Choice of occupation.**—The opportunity for a worker to choose an occupation for which she is best adapted is important in insuring success in the work to be done.

6. COOPERATION OF WORKERS IN ENFORCEMENT OF STANDARDS

The responsibility should not rest upon the management alone to determine wisely and effectively the conditions which should be established. The genuine cooperation essential to production can be secured only if definite channels of communication between employers and groups of their workers are established. The need of creating methods of joint negotiation between employers and groups of employees is especially great in the light of the critical points of controversy which may arise in a time like the present. Existing channels should be preserved and new ones opened if required to provide easier access for discussion between employer and employees.

7. COOPERATION WITH OFFICIAL AGENCIES

The United States Government and State and local communities have established agencies to deal with conditions of labor, including standards of working conditions, wages, hours, employment, and training. These should be called upon for assistance, especially in the difficult problems of adjustment in the period of reconstruction following the war.

Inquiries regarding the employment of women may be addressed to the Woman in Industry Service, Department of Labor, Washington, D. C., and these will be dealt with directly or referred to the Federal or State agency best equipped to give the assistance needed in each instance.

II. Analysis of extent to which federal agencies, state laws, trade union regulations and existing practices coincide with or approximate to the standard recommended by the Woman in Industry Service.

A. HOURS OF LABOR

1. Daily Hours,

Standard Recommended

"No woman shall be employed or permitted to work more than eight hours in any one day, or forty-eight hours in any one week."

Evidence of Support of this Standard by Federal Agencies

1. Federal Eight Hour Law, Act of Congress, August 1, 1892, amended by Chapter 174, Acts of 1911 and 1912, and by Chapter 106, Acts of 1912 and 1913, Sec. 3738.

2. National War Labor Conference Board.

(Proclamation by the President of the U. S. Functions, Powers and duties of the Board. Principles and policies to govern relations between workers and employees. Method of presenting complaints and procedure of the Board. Resolution passed by Board, July 31, 1918.)

"The basic eight-hour day is recognized as applying in all cases in which existing law requires it. In all other cases the question of hours of labor shall be settled with due regard to Governmental necessities and the welfare, health and proper comfort of the workers."

3. Adamson Law, Sept. 3, 1916. U. S. Acts of 1915-16 (64th Congress, 1st Session, Act No. 252).

This law provided an eight-hour basic day for all railroad employees.

4. Chief of Ordnance and Quartermaster General.

Office of Chief of Ordnance, U. S. Army, General Orders No. 13, p. 8, Sec. 1.

Office of the Quartermaster General of the Army, Circular No. 18, Nov. 19, 1917, p. 6, Sec. 1.

"Existing legal standards should be rigidly maintained and, even

where the law permits a nine or ten hour day, efforts should be made to restrict the work of women to eight hours."

State Laws Which Approximate the Standards¹

Two states—California and Kansas, and the District of Columbia—in a limited number of occupations meet the standards of daily and weekly hours for women workers recommended by the Woman in Industry Service. The California law is the best of the three because it includes the largest number of occupations. The District of Columbia law does not cover as many occupations. The Kansas law applies to only two—telephone and factory.

Two territories approximate the standards. The territory of Alaska provides an eight-hour day for all wage-earners, both male and female, but has no weekly limit on hours. The territory of Porto Rico has an eight-hour day and forty-eight hour week, covering "Any form of lucrative employment for women," but the value of that law is lessened by the exceptions.

Trade Union Regulations

The report of the committee on reconstruction of the American Federation of Labor, made public on January 16, 1919, recommended "a maximum working day of eight hours, with overtime prohibited except under extraordinary emergencies, and the week's working time limited to five and one-half days."

This recommendation is merely a restatement of the aim of the American Federation of Labor and all of its affiliated organizations which has been written into their platform for many years.

Evidence of the Trend in the Direction of a Shorter Work Day in the United States

1. Message of President Wilson to Congress, August, 1916.

"It seemed to me in considering the subject matter of the controversy, that the whole spirit of the time and the preponderance of evidence in recent economic experience spoke for the eight-hour day. It has been adjudged by the thought and experience of recent years a thing upon which society is justified in insisting as in the interest of health, efficiency, contentment and a general increase in economic vigor."

2. Statement on the Eight-hour Day in the Stock Yards Arbitration Case, February, 1918, by Victor Olander, Secretary and Treasurer of the Illinois State Federation of Labor.

"The eight-hour day as it is spoken of now is almost universally recognized as a proper standard for the work day in all walks of life.

¹ See Appendix.

. . . The eight hour day is no longer an experiment. It has been tried in nearly all countries, and everywhere results have demonstrated that it is the basic principle upon which industry and commerce should be organized."

3. Court Decisions upholding State Legislation Limiting Hours of Labor of Women.

Eight-Hour Law

Miller v. Wilson, Supreme Court of the United States, February 23, 1915, 35 Supreme Court Reporter 342, U. S. Department of Labor, Bulletin of the Bureau of Labor Statistics, Decisions of the Court affecting labor, 1915, No. 189, pp. 133-136.

Bosley et al. v. McLaughlin et al., Supreme Court of the United States, 35 Supreme Court Reporter 325, February 23, 1915.

Ten-Hour Law

Franklin O. Bunting vs. the State of Oregon, U. S. Supreme Court, U. S. Department of Labor, Bulletin of the Bureau of Labor Statistics, Decisions of the Court affecting Labor, No. 224, pp. 160-161.

Six-Day Week

Ernshaw v. Newman et al., Supreme Court of the District of Columbia, March 12, 1915, 43 Washington Law Reporter p. 198, U. S. Department of Labor, Bulletin of the Bureau of Labor Statistics, Decisions of the Court Affecting labor, No. 189, pp. 138-139.

4. Industries which have gone on an actual or basic eight-hour day since the entrance of the United States into the war.

(Memorandum on the Eight-Hour Day, U. S. National War Labor Board.)

Slaughtering and meatpacking, May 1, 1918, Federal Arbitration award. Number of workers affected, 100,000.

Garment trades, 1917. Collective agreements. Number of workers affected, 178,000.

News-print paper industry, July 1, 1918. Award National War Labor Board.

Harness and saddlery industry so far as engaged on Government work, August 3, 1917. By Executive Order.

5. In the United States as a whole there is a growing tendency towards a shorter work day. In 1909, according to the Census of Manufacturers (1914), 30.6 per cent, or about one-third of the total

number of workers, worked fifty-four hours or less a week, while in 1914, fifty-one per cent, or more than half were in this group.¹

2. Recommendations on half-holiday Saturday, one day of rest in seven, time for meals, rest periods.

Standard Recommended

"Half-holiday on Saturday, one day of rest in seven, at least three-quarters of an hour for a meal, a rest period of ten minutes the middle of each working period, without thereby increasing the length of the working day."

Evidence of Support of This Standard by Federal Agencies

The Chief of Ordnance and Quartermaster General have rulings on two of these points: half-holiday on Saturday and rest periods.

Office Chief of Ordnance, U. S. Army, General Orders No. 13, p. 9, Sec. 6, and p. 8, Sec. 3.

Office of Quartermaster General of the Army, Circular No. 18, p. 6, Secs. 6 and 4.

"The Saturday half-holiday should be considered an absolute essential for women under all conditions."

"No woman should be employed for a longer period than four and a half hours without a break for a meal, and a recess of ten minutes should be allowed in the middle of each working period."

State Laws Which Approximates This Standard²

Seventeen states provide for a half-holiday on Saturday in some occupations in some localities: Colorado, Delaware, District of Columbia, Illinois, Indiana, New Jersey, Louisiana, Maine, Maryland, Michigan, Missouri, New York, Pennsylvania, South Carolina, Tennessee, Virginia, Washington.

Eleven states meet the requirements in regard to one day of rest in some occupations: Arkansas, California, Delaware, District of Columbia, Kansas, Massachusetts, Ohio, Oregon, Pennsylvania, New Jersey, New York.

Five states meet the requirements of the standards in regard to time for meals in some occupations: Arizona, Arkansas, New Hampshire, New Jersey, Pennsylvania. Wisconsin provides "for not less than one hour each day and night for meals" in all occupations.

No state has any provision in its laws corresponding to the standards in regard to rest periods.

¹ Census of Manufacturers, 1914 Abstract, Chap. 9, p. 482, table 212; p. 490, table 214.

² See Appendix.

3. Night work for Women.

Standard Recommended

"No woman shall be employed between the hours of 10 p. m. and 6 a. m."

Evidence of Support of This Standard by Federal Agencies

1. General order of the Secretary of War, Nov. 13, 1918.

"The Secretary of War requests that you take steps to immediately discontinue the employment of women either in the arsenals of the Department, in Government controlled plants, or any plants manufacturing supplies for this Department, under conditions which are contrary to the laws of the states where the plants are located. Up to the present time the Department has made request upon the state authorities in certain cases for suspension of the laws regarding the employment of women in order that production might be increased. The Frankford Arsenal has employed women at night contrary to the laws of Pennsylvania. In the Secretary's opinion the necessity for any such action is now dispensed with, and he will be glad if it is entirely discontinued."

2 War Labor Policies Board—Resolutions Nov. 15, 1918.

"Be it resolved; That with the signing of an armistice and the prospect of an early restoration of peace, the Board hereby reaffirms its conviction that the employment of women at night should be prevented and urges that all Federal departments should immediately take appropriate action to have the employment of women at night discontinued in Government work in all plants in which work is being done for the Government under contract."

3. Chief of Ordnance and Quartermaster General.

(Office, Chief of Ordnance, General Orders No. 13, Nov. 15, 1917., p. 8, Sec. 2.)

(Office of Quartermaster General of the Army, Circular No. 18, Nov. 19, 1917, p. 6, Sec. 2.)

"The employment of women on night shifts should be avoided as a necessary protection, morally and physically. English investigators have found that night work for women involves proportionately larger costs for supervision and protection."

State Laws Which Approximate This Standard¹

Twelve states and one territory *prohibit* night work for women in some occupations: Connecticut, Delaware, Indiana, Kansas, Massa-

¹ See Appendix

achusetts, Nebraska, New York, Oregon, Pennsylvania, Porto Rico, South Carolina, Utah, Wisconsin.

Five states *limit* the number of hours which a woman may work at night in some occupations to eight hours: Delaware, Kansas, Maryland, New Hampshire, Wisconsin.

Evidence of the Trend in the Direction of This Standard

People v. Charles Schweinler Press, Court of Appeals of New York State, March 26, 1915, 108 Northeastern Reporter, p. 639, U. S. Department of Labor, Bulletin of the Bureau of Labor Statistics, Decisions of the Court affecting Labor, 1915, No. 189, pp. 141-144.

B. WAGES

1. Equality with men's wages.

Standard Recommended

"Women doing the same work as men shall receive the same wages, with such proportionate increases as the men are receiving in the same industry. Slight changes made in process or in the arrangement of work should not be regarded as justifying a lower wage for a woman than for a man unless statistics of production show that the output for the job in question is less when women are employed than when men are employed. If a difference in output is demonstrated, the difference in the wage rate should be based upon the difference in production for the job as a whole and not determined arbitrarily."

Evidence of Support of This Standard by Federal Agencies

1. National War Labor Conference Board.

(Proclamation by the President of the United States. Functions, powers and duties of the Board. Principles and policies to govern relations between workers and employers. Method of presenting complaints and procedure of Board. Regulation passed by Board July 31, 1918, p. 3.)

"If it shall become necessary to employ women on work ordinarily performed by men, they must be allowed equal pay for equal work."

2. Chief of Ordnance and Quartermaster General.

(Office of Chief of Ordnance, U. S. Army, General Orders No. 13, p. 10, Sec. 10. Office of the Quartermaster General of the Army, Circular No. 18, Nov. 19, 1917, p. 6, Sec. 10.)

"The standards of wages hitherto prevailing for men in the process should not be lowered where women render equivalent service."

State Laws Which Approximate This Standard

There is just one State which has enacted a law with regard to equality of wages of men and women. This solitary example is found in Massachusetts (Acts of 1912, Chap. 683, Sec. 1). "Hereafter in state bath houses under the care of the Metropolitan Park Commission, the women attendants shall receive the same scale of wages as the men attendants when performing similar work."

2. The Basis of Determination of Wages.

Standard Recommended

"Wages should be established on the basis of occupation and not on the basis of sex. The minimum wage rate should cover the cost of living for dependants and not merely for the individual."

Evidence of Support of This Standard by Federal Agencies

1. National War Labor Conference Board.

(Proclamation by the President of the United States. . . .
Resolution passed by Board July 31, 1918.)

"The Living Wage.

1. The right of all workers, including common laborers, to a living wage is hereby declared.

2. In fixing wages, minimum rates of pay shall be established which will insure the subsistence of the worker and his family in health and reasonable comfort."

State Laws Which Approximate This Standard¹

The following thirteen states: Arizona, Arkansas, California, Kansas, Massachusetts, Minnesota, Nebraska, Oregon, Utah, Washington, and Wisconsin, have minimum wage legislation for women.

Three of these thirteen States: Arizona, Arkansas and Utah, have established by a statute a minimum wage rate for women in certain industries.

One state, Ohio, has amended its constitution so that the legislature may establish some form of control of the minimum wage rates for women.

Three of these states: Massachusetts, Minnesota and Nebraska, have established Special Boards or Commissions to investigate and fix minimum wage rates for women in specific industries.

Six of these states: California, Colorado, Kansas, Oregon, Wash-

¹ See Appendix.

ington and Wisconsin, have given their Industrial Welfare Commissions power to investigate and fix minimum wage rates for women in specific occupations.

C. HOME WORK

Standard Recommended

"No work shall be given out to be done in rooms used for living or sleeping purposes, or in rooms directly connected with living or sleeping rooms in any dwelling or tenement."

Evidence of Support of This Standard by Federal Agencies

Chief of Ordnance and Quartermaster General.

(Office Chief of Ordnance, U. S. Army, General Orders No. 13, p. 10, Sec. 11. Office Quartermaster General of the Army, Circular No. 18, Nov. 19, 1917, p. 6, Sec. 11.)

"No work should be given out to be done in rooms used for living purposes, or in rooms directly connected with living rooms in any dwelling or tenement. This requirement is in the interest both of the health of the soldiers and of the standards of industry. Official investigation has repeatedly shown the evils of the homework system as a menace to the health of the consumer and the efficiency of industry."

State Laws Which Approximate This Standard¹

Only thirteen states have any legislation covering home work, and in none of these states is it completely prohibited as recommended in the standards issued by the Woman in Industry Service.

Ten states *prohibit* home work for all persons except the immediate members of a family residing in a given place. These states are: Illinois, Indiana, Maryland, Massachusetts, Missouri, New Jersey, New York, Ohio, Pennsylvania, Tennessee. One state, Missouri, prohibits all persons except the immediate members of such a family *and three additional persons*.

Twelve states regulate the conditions under which home work may be carried on: Connecticut, Illinois, Indiana, Maryland, Massachusetts, Michigan, Missouri, New Jersey, New York, Pennsylvania, Tennessee, and Wisconsin. One of these, Connecticut, regulates such conditions only if others than the immediate members of the family are working on home work.

¹ See Appendix.

Evidence of Trend in the Direction of This Standard

1. Testimony before the Industrial Commission by Professor John R. Commons. Report of the Commissioner of Labor, 1910, Condition of Women and Child Wage-earners in the United States, Vol. II, Men's Ready-made Clothing, Chap. V, Home Work, p. 317-318.

"While neither the Federal Government nor any state government has undertaken to abolish tenement house work when the work is sold to private purchasers, yet when the Federal Government is itself a purchaser of clothing, it has undertaken to establish this condition. Since the Spanish-American war, when it seemed to be clearly demonstrated that the contagion of measles and other diseases in the army was owing directly to tenement house manufacture, the War Department has inserted in its contracts with the manufacturers of military garments, that all work must be done in a regularly organized factory, and no part of the work shall be sublet to contractors. In the several states, clothing for the National Guard is usually purchased from the War Department, and is therefore protected by the specifications of that Department, but in those states where clothing is purchased by the state authorities, there exist at present but few restrictions."

D. COOPERATION OF WORKERS IN ENFORCEMENT OF STANDARDS

The Standard Recommended

"Cooperation of Workers in Enforcement of Standards." The responsibility should not rest upon the management alone to determine wisely and effectively conditions which should be established. The genuine cooperation essential to production can be secured only if definite channels of communication between employers and groups of their workers are established. The need of creating methods of joint negotiation between employers and groups of employees is especially great in the light of the critical points of controversy which may arise in a time like the present. Existing channels should be preserved and new ones opened if required to provide easier access for discussion between employer and employees.

Evidence of Support of This Standard by Federal Agencies

1. Functions, Powers and Duties of the National War Labor Board.

Right to Organize

The right of workers to organize trade-unions and to bargain collectively through chosen representatives is recognized and affirmed. This right shall not be denied, abridged, or interfered with by the employers in any manner whatsoever.

The right of employers to organize in associations or groups and to bargain collectively through chosen representatives is recognized and affirmed. This right shall not be denied, abridged, or interfered with by the workers in any manner whatsoever.

Employers should not discharge workers for membership in trade-unions, nor for legitimate trade-union activities.

The workers, in the exercise of their right to organize, should not use coercive measures of any kind to induce persons to join their organizations nor to induce employers to bargain or deal therewith.

2. Chief of Ordnance and Quartermaster General.

(Office of Chief of Ordnance, U. S. Army, General Orders No. 13, p. 8, V.)

(Office of Quartermaster General of the Army, Circular No. 18, Nov. 18, 1917, p. 5, IV.)

"The need of preserving and creating methods of joint negotiations between employers and groups of employees is especially great in the light of the critical points of controversy which may arise in a time like the present. Existing channels should be preserved and new ones opened, if required, to provide easier access for discussion between an employer and his employees over controversial points."

The Attitude of the Trade Unions

Evidences of a growing realization of the need for collective bargaining and democratic co-operation in industry are found in the principles and history of such bodies as the American Federation of Labor and its affiliated organizations, and in the attitude of certain groups of employers.

APPENDICES

TABLE OF CONTENTS

	Page
A—Documents concerning action for protection of workers and proposals for international action.....	66

TREATIES

1904	France and Italy, savings banks, social insurance, work of children.....	66
1904	Italy and Switzerland, accident insurance.....	70
1904	Italy and Germany, accident insurance.....	70
1905	Germany and Austria-Hungary, accident insurance and protection of workers.....	70
1905	Belgium and Luxembourg, accident insurance.....	71
1905	Germany and Luxembourg, accident insurance....	72
1906	France and Belgium, accident insurance.....	74
1906	Belgium and Luxembourg, accident insurance.....	75
1906	France and Italy, social insurance.....	76
1906	France and Luxembourg, accident insurance.....	80
1906	International prohibition of night work for women employed in industry. Signed by Germany, Austria-Hungary, Belgium, Denmark, Spain, France, Great Britain, Italy, Luxembourg, Holland, Portugal, Sweden, Switzerland.....	81
1906	International prohibition of the use of white (yellow) phosphorus in the manufacture of matches. Signed by Germany, Denmark, France, Italy, Luxembourg, Holland, Switzerland.....	83
1906	United Kingdom and France, recruitment of native laborers in New Hebrides.....	87
1907	Italy and France, accident insurance.....	94
1907	Germany and Holland, accident insurance.....	95
1909	Transvaal and Mozambique, recruitment of natives, working conditions, etc.....	99
1909	France and Great Britain, accident insurance.....	104

	Page
1909 Italy and Hungary, accident insurance.....	106
1910 France and Belgium, accident insurance.....	110
1910 France and Italy, work of young persons.....	110
1910 British Secretary of State and French Minister of Labor, arrangement concerning accident insur- ance.....	115
1911 United States and Japan, immigration.....	116
1911 France and Denmark, arbitration.....	117
1912 Germany and Belgium, accident insurance.....	118
1912 Germany and Italy, accident insurance, sickness, old age and survivor's insurance.....	122
1913 Germany and Spain, accidents.....	127
1913 Italy and the United States, social insurance.....	128
1913 France and Switzerland, social insurance.....	128
1914 Germany and the Netherlands, accident insurance.....	129
Official proposals prior to the war.....	
1890 Final Protocol of International Conference on Labor in Factories and Mines, Berlin.....	130
1906 Proposition concerning Organization of a Perma- nent International Commission made by Great Britain at International Conference at Berne....	134
1906 Proposition concerning Organization of a Perma- nent International Commission made by the French and Swiss delegates at Berne.....	134
1913 Final Protocol of the International Conference on Labour Legislation, Berne.....	135
Non-official proposals prior to the war.....	139
1897 Suggestions for international legislation embodied in reports submitted by delegates at the Inter- national Congress for Protective Legislation.....	139
1910 Resolutions Adopted at the International Congress on Occupational Diseases.....	142
1912 Resolutions adopted at the seventh meeting of the International Association for Labor Legislation..	143
1912 Program discussed by Permanent International Committee on Social Insurance.....	155
1913 Resolutions Adopted by the International Associa- tion on Unemployment.....	155
1914 Program for projected conference of the Permanent International Committee on Social Insurance....	156
1914 International Trade Union Directory Compiled by the International Federation of Trade Unions....	157

	Page
Proposals for Consideration at the Peace Conference.	160
I. Submitted by International Conferences.	
Resolutions adopted by the Inter-Allied Trade Unions Conference at Leeds, 1916.	160
Resolutions adopted at the International Trade Union Conference, Berne, 1917.	168
War Aims, Inter-Allied Labor and Socialist Conference, 1918.	174
War Aims of the Inter-Allied Labor and Socialist Conference, 1918.	175
Resolutions passed at the Scandinavian Labor Conference, 1918.	183
Pan-American Federation of Labor—Objects of Permanent Organization.	183
Resolutions adopted at the Pan-American Con- ference, 1918.	184
War Aims submitted at Stockholm by the Austrian Delegates.	185
German Majority Socialists.	186
German Independent Socialists.	192
II. Submitted by National Conferences.	
Proposals adopted at the Thirty-seventh Annual Convention of the American Federation of Labor.	196
Statement adopted at the Thirty-eighth Annual Convention of the American Federation of Labor.	197
Peace Aims set forth in the party program— United States Socialist Party.	197
Proposals submitted to the British Premier by the General Federation of Trade Unions, 1916.	197
Resolutions adopted at the Conference of the Confederation Generale du Travail, Clermont- Ferrand, 1917.	198
Memorial on International Labour Law drawn up by the Austrian Society for Workmen's Pro- tection.	199

	Page
III. Submitted by International Association for Labor Legislation.	
Memorandum submitted to the Swiss Federal Council, 1918.....	200
B—Documents concerning Labor Standards recognized by the United States Government.....	204
Report of President's Mediation Commission, Jan. 9, 1918.....	204
Principles and policies for government of relations between workers and employers in war industries for the duration of the war.....	205
C—Tables showing child labor standards of the States.....	208
Table 1. Minimum age standards for employment of children in factories, stores, etc., in the United States.....	208
Table 2. Standards of maximum hours for employment of children in factories and stores in the United States.....	210
Table 3. Night work prohibition for children in the United States.....	213
Table 4. Minimum age standards for employment of boys in mines in the United States.....	216
Table 5. Main provisions of laws prohibiting employment of children in dangerous, injurious, or immoral occupations in the United States.....	217
D—Classification of U. S. Legislation concerning Women in Industry.....	243
Classification of legislation, with legal references.	
1. Classification of legislation limiting the hours of work for women as follows:	
a Eight-hour laws.....	243
b Nine-hour laws.....	243
c Ten-hour laws.....	243
d Laws permitting 10¼, 10½, 11 and 12 hours daily.....	243
e Laws which limit the weekly hours of work but not the daily hours.....	244
2. Classification of legislation in regard to half-holiday on Saturday, one day of rest in seven, time for meals, rest periods.....	248

	Page
3. Classification of legislation in regard to night work for women.....	250
a Prohibiting night work.....	250
b Regulating night work	251
4. Classification of legislation in regard to minimum wage for women.....	251
5. Classification of legislation in regard to home work..	252
a Prohibiting home work.....	252
b Controlling home work.....	252

Charts giving details of legislation in regard to:

- Chart I. Eight-hour laws.
- Chart II. Nine-hour laws.
- Chart III. Ten-hour laws.
- Chart IV. Laws permitting $10\frac{1}{4}$, $10\frac{1}{2}$, 11 and 12 hours daily.
- Chart V. Laws which limit the weekly hours of work.
- Chart VI. Half-holiday Saturday, one day of rest in seven, time for meals, rest periods.
- Chart VII. Laws prohibiting and regulating night work.
- Chart VIII. Laws prohibiting and controlling home work

APPENDIX A

DOCUMENTS CONCERNING ACTION FOR PROTECTION OF WORKERS AND PROPOSALS FOR INTERNATIONAL ACTION

TEXTE DE LA CONVENTION FRANCO-ITALIENNE 1904 CONCERNING SAVINGS BANKS; SOCIAL INSURANCE; WORK OF CHILDREN, YOUNG PEOPLE AND WOMEN¹

Le Président de la République Française et Sa Majesté le Roi d'Italie désirant, par des accords internationaux, assurer à la personne du travailleur des garanties de réciprocité analogues à celles que les traités de commerce ont prévu pour les produits du travail, et particulièrement: 1) faciliter à leurs nationaux travaillant à l'étranger la jouissance de leurs épargnes et leur ménager le bénéfice des assurances sociales; 2) garantir aux travailleurs le maintien des mesures de protection déjà édictées en leur faveur et concourir au progrès de la législation ouvrière, ont résolu de conclure, à cet effet, une Convention et ont nommé pour leurs plénipotentiaires:

Article Premier.—Des négociations seront engagées à Paris, après la ratification de la présente Convention, pour la conclusion d'arrangements fondés sur les principes énoncés ci-après et destinés à régler le détail de leur application,—exception faite pour l'arrangement relatif à la Caisse nationale d'épargne de France et à la Caisse d'épargne postale d'Italie, prévu sous le paragraphe a) ci-dessous, qui sera annexé à la Convention.

a) Les fonds versés à titre d'épargne, soit à la Caisse nationale d'épargne de France, soit à la Caisse d'épargne postale d'Italie, pourront, sur la demande des intéressés, être transférés sans frais de l'une des caisses à l'autre, chacune de ces caisses appliquant aux dépôts ainsi transférés les règles générales qu'elle applique aux dépôts effectués chez elle par les nationaux.

Un régime de transfert, sur des bases analogues, pourra être institué entre diverses Caisses d'épargne privées de France et d'Italie, ayant

¹ Albert Métin—Les Traités Ouvriers, pp. 60-65.

leur siège dans de grandes agglomérations industrielles ou dans des villes frontalières. Sans comporter la gratuité absolue des transferts, ce régime stipulera le concours des administrations postales, soit gratuit, soit à tarif réduit.

b) Les deux gouvernements faciliteront, par l'entremise tant des administrations postales que des caisses nationales, le versement des cotisations des Italiens résidant en France à la Caisse nationale de prévoyance d'Italie et des Français résidant en Italia à la Caisse nationale des retraites de France. Ils faciliteront, de même, le paiement en France des pensions acquises, soit par des Italiens, soit par des Français, à la Caisse nationale italienne, et réciproquement.

c) L'admission des ouvriers et employés de nationalité italienne à la constitution de retraites de vieillesse, et peut-être d'invalidité, dans le régime général des retraites ouvrières actuellement élaboré par le Parlement français ainsi que la participation des ouvriers et employés de nationalité française au régime des retraites ouvrières en Italie, seront réglées aussitôt après le vote de dispositions législatives dans les pays contractants.

La part de pension correspondant aux versements de l'ouvrier ou employé, ou aux retenues faites sur son salaire, lui sera acquise intégralement.

En ce qui concerne la part de pension correspondant aux contributions patronales, il sera statué par l'arrangement, dans des conditions de réciprocité.

La part de pension à provenir éventuellement de subventions budgétaires sera laissée à l'appréciation de chaque Etat et payée sur ses ressources à ses nationaux ayant acquis une retraite dans l'autre pays.

Les deux Etats contractants faciliteront, par l'entremise tant des administrations postales que de leurs Caisses de retraite, le paiement en Italie des pensions acquises en France et réciproquement.

Les deux gouvernements étudieront, pour les ouvriers et employés ayant travaillé successivement dans les deux pays pendant des périodes minima à déterminer, sans remplir dans aucun des deux les conditions requises pour les retraites ouvrières, un régime spécial d'acquisition de retraite.

d) Les ouvriers et employés de nationalité italienne, victimes en France d'accidents par le fait ou à l'occasion du travail, ainsi que leurs représentants résidant en France, auront droit aux mêmes indemnités que les Français, et réciproquement.

Les Italiens bénéficiaires de rentes cessant de résider en France, ainsi que les représentants de la victime qui ne résidaient pas en France

au moment de l'accident, auront droit à des indemnités à déterminer. Les capitaux constitutifs de ces indemnités, évalués d'après un tarif annexé à l'arrangement, pourront être versés à la Caisse nationale italienne de prévoyance, à charge par elle d'assurer le service des rentes. La Caisse nationale italienne d'assurance contre les accidents du travail acceptera également, suivant tarif conventionnel, pour le risque d'indemnité aux représentants ne résidant pas en France, des ouvriers italiens victimes d'accidents, les réassurances des assureurs français désireux de se décharger éventuellement de toutes recherches et démarches à cet égard. Des avantages équivalents seront réservés, par réciprocité, pour les Français victimes d'accidents du travail en Italie.

e) L'admission des ouvriers et employés italiens, en France, à des institutions d'assurances ou de secours contre le chômage subventionnées par les pouvoirs publics, l'admission des ouvriers et employés français, en Italie, aux institutions de même nature, seront réglées, le cas échéant, après le vote dans les deux pays de dispositions légales relatives à ces institutions. *

f) Les arrangements prévus au présent article seront conclus pour une durée de cinq années. Les deux parties contractantes devront se prévenir mutuellement, une année à l'avance, si leur intention est d'y mettre fin à l'expiration de ce terme. A défaut d'un avis, l'arrangement sera prorogé d'année en année, pour un délai d'un an, par tacite reconduction.

Art. 2.—a) Les deux Gouvernements détermineront, pour éviter les erreurs ou les fausses déclarations, la nature des pièces à présenter aux consulats italiens par les jeunes Italiens embauchés en France ainsi que la forme des certificats à fournir aux mairies par lesdits consulats, avant délivrance aux enfants des livrets prescrits par la législation sur le travail des enfants. Les inspecteurs du travail se feront représenter les certificats à chaque visite; ils retireront les livrets indûment détenus.

b) Le Gouvernement français organisera des comités de patronage comprenant, autant que possible, des Italiens parmi leurs membres, pour les régions industriels où seront employés en grand nombre de jeunes Italiens logés en dehors de leurs familles par des intermédiaires.

c) Les mêmes mesures seront prises pour la protection des jeunes ouvriers français en Italie.

Art. 3.—Au cas où l'initiative serait prise par l'un des deux Etats contractants ou par un des Etats avec qui ils entretiennent des relations diplomatiques, de convoquer divers Gouvernements à une conférence internationale dans le but d'unifier, par des conventions, cer-

taines dispositions des lois protectrices des travailleurs, l'adhésion de l'un des deux Gouvernements au projet de conférence entraînerait, de la part de l'autre Gouvernement, une réponse favorable en principe.

Art. 4.—Au moment de signer cet accord, le Gouvernement italien prend l'engagement de compléter l'organisation dans tout le royaume, et plus particulièrement dans les régions où le travail industriel est développé, d'un service d'inspection fonctionnant sous l'autorité de l'Etat et offrant, pour l'application des lois, des garanties analogues à celles que présente le service de l'inspection du travail en France.

Les inspecteurs feront observer les lois en vigueur sur le travail des femmes et des enfants et notamment les prescriptions qui concernent : 1) l'interdiction du travail de nuit ; 2) l'âge d'admission au travail dans les ateliers industriels ; 3) la durée du travail journalier ; 4) l'obligation du repos hebdomadaire.

Le Gouvernement italien s'engage à publier un rapport annuel détaillé sur l'application des lois et règlements relatifs au travail des femmes et des enfants. Le Gouvernement français prend le même engagement.

Le Gouvernement italien déclare en outre qu'il a l'intention de mettre à l'étude et de réaliser graduellement la réduction progressive de la durée du travail journalier des femmes dans l'industrie.

Art. 5.—Chacune des deux parties contractantes se réserve la faculté de dénoncer à toute époque la présente convention et les arrangements prévus à l'article 1^{er}, en faisant connaître son intention un an d'avance, s'il y a lieu de reconnaître que la législation relative au travail des femmes et des enfants n'a pas été respectée par l'autre partie, sur les points énoncés spécialement à l'article 4, alinéa 2, faute d'une inspection suffisante, ou par suite de tolérances contraires à l'esprit de la loi, ou que le législateur aura diminué sur les mêmes points la protection edictée en faveur des travailleurs.

Art. 6.—La présente Convention sera ratifiée et les ratifications seront échangées à Rome aussitôt que possible.

En foi de quoi, les plénipotentiaires ont signé la présente Convention et y ont apposé leurs cachets.

Fait à Rome, en double expédition, le 15 avril 1904.

(Suivant les signatures.)

**LE TRAITE DE COMMERCE ENTRE L'ITALIE
ET LA SUISSE—CLAUSE
OUVRIÈRE—ASSURANCE ¹**

July 13, 1904

Les parties contractantes s'engagent à examiner d'un accord commun et amical le traitement des ouvriers italiens en Suisse et des ouvriers suisses en Italie à l'égard des assurances ouvrières, dans le but d'assurer, par des arrangements opportuns, aux ouvriers des nations respectives dans l'autre pays un traitement qui leur accorde des avantages autant que possible équivalents.

Ces arrangements seront consacrés indépendamment de la mise en vigueur du présent traité par un acte séparé.

**TRAITE DE COMMERCE ENTRE L'EMPIRE D'ALLEMAGNE
ET L'ITALIE DU 3 DECEMBRE 1904 ²**

L'article 4 contient la disposition suivante qui s'ajoute au traité de 1901 comme article 2 a.

Art. 2 a.—Les parties contractantes s'engagent à examiner d'un accord commun et amical le traitement des ouvriers italiens en Allemagne et des ouvriers allemands en Italie à l'égard des assurances ouvrières dans le but d'assurer, par des arrangements opportuns, aux ouvriers des nations respectives dans l'autre pays, un traitement qui leur accorde des avantages autant que possible équivalents.

Ces arrangements seront consacrés, indépendamment de la mise en vigueur du présent traité, par un acte séparé.

**TRAITE DE COMMERCE ENTRE L'EMPIRE D'ALLEMAGNE
ET L'AUTRICHE-HONGRIE DU 19 JANVIER 1905 ²**

Art. 6.—Les parties contractantes s'engagent à examiner, d'un accord amical, le traitement des ouvriers de l'une des parties travaillant dans le territoire de l'autre à l'égard de la protection des travailleurs et des assurances ouvrières dans le but d'assurer réciproquement à ces ouvriers, par des arrangements opportuns, un traitement qui leur accorde des avantages autant que possible équivalents.

Ces arrangements seront consacrés, indépendamment de la mise en vigueur du présent traité, par un acte séparé.

¹ A. Métin—Les Traités Ouvriers, p. 104.

² E. Mahaim—Le Droit International Ouvrier—Paris, 1913, p. 365.

ARRANGEMENT ENTRE LA BELGIQUE ET LE GRAND-DUCHE DE LUXEMBOURG

15 Avril 1905

TEXTE ¹

Article Premier.—Les ouvriers belges victimes d'accidents du travail dans le Grand-Duché de Luxembourg, ainsi que leurs ayants droit, seront admis au bénéfice des mêmes indemnités et des mêmes garanties que les sujets luxembourgeois. Par réciprocité, les ouvriers luxembourgeois victimes d'accidents du travail en Belgique, ainsi que leurs ayants droit, seront admis au bénéfice des mêmes indemnités et des mêmes garanties que les sujets belges.

Art. 2.—Il sera cependant fait exception à la règle précédente lorsqu'il s'agira d'ouvriers, sans distinction de nationalité, qui sont occupés passagèrement, c'est-à-dire pendant six mois au plus, sur le territoire de celui des deux Etats contractants où l'accident est survenu, mais qui sont attachés à une entreprise située sur le territoire de l'autre Etat, auquel cas la législation de ce dernier Etat sera seule applicable.

Art. 3.—Les dispositions de l'article 48, no 2, et de l'article 49, alinéa 4, de la loi luxembourgeoise du 5 avril 1902 sont suspendues expressément au profit des ayants droit de nationalité belge.

Art. 4.—Les dispositions des articles 1, 2 et 3 de la présente Convention seront semblablement applicables aux personnes que les lois de chacun des Etats contractants assimilent aux ouvriers, en ce qui concerne la réparation des dommages résultant des accidents du travail.

Art. 5.—Les exemptions prononcées en matière de timbre, de greffe et d'enregistrement, et la délivrance gratuite stipulée par la législation belge sur les accidents du travail, sont étendues aux actes, certificats et documents visés par cette législation qui seront passés ou délivrés aux fins d'exécution de la loi luxembourgeoise. Réciproquement les exemptions prononcées et la délivrance gratuite stipulée par la législation grand-ducale sont étendues aux actes, certificats et documents visés par cette législation et qui seront passés ou délivrés aux fins d'exécution de la loi belge.

Art. 6.—Les autorités belges et luxembourgeoises se prêteront mutuellement leurs bons offices en vue de faciliter de part et d'autre l'exécution des lois relatives aux accidents du travail.

Art. 7.—La présente Convention sera ratifiée et les ratifications seront échangées à Bruxelles le plus tôt possible.

Elle entrera en vigueur dix jours après la publication dans les formes prescrites par la législation des deux pays, et demeurera obligatoire jusqu'à l'expiration d'une année à partir du jour où l'une ou l'autre des parties contractantes l'aura dénoncée.

¹ Albert Métin—Les Traités Ouvriers, pp. 108-110.

ARRANGEMENT ENTRE L'EMPIRE D'ALLEMAGNE ET LE GRAND-DUCHE DE LUXEMBOURG AU SUJET DE L'ASSURANCE-ACCIDENTS

(2 Septembre 1905)¹

Article Premier.—A défaut d'autres accords intervenus entre les assureurs compétents des deux Etats et ratifiés par le gouvernement du grand-duché de Luxembourg et le chancelier de l'Empire allemand, les exploitations assurées obligatoirement d'après les lois d'assurance-accidents des deux Etats (exception faite pour les exploitations agricoles et forestières), sont soumises en ce qui concerne les personnes employées dans la partie de l'exploitation qui étend passagèrement son activité sur le territoire de l'autre Etat et pour la durée de leur emploi, à l'assurance-accidents de l'Etat dans lequel se trouve le siège de la principale entreprise ou de l'entreprise totale.

N'est considérée au sens de l'arrangement comme "partie d'exploitation étendant passagèrement son activité" que celle dont la durée probable ne dépasse pas six mois. Pour chaque partie de l'exploitation, ce laps de temps est compté séparément.

Doivent aussi être considérés comme passagèrement occupés: le personnel des chemins de fer qui franchit la frontière avec les trains qui la traversent et les personnes qui, sans changer le siège de leurs fonctions sont, et cas d'urgence, envoyées moins de six mois dans le domaine de l'autre Etat, pour les besoins du service des chemins de fer.

Art. 2.—S'il s'élève des doutes sur le point de savoir si, après les dispositions de l'article 1^{er}, les lois d'assurance contre les accidents de l'un ou de l'autre Etat doivent être appliqués—à défaut d'entente entre les assureurs des deux pays entre eux et avec l'entrepreneur de l'exploitation et aussi au cas de procédure d'indemnité avec l'ayant droit,—les autorités de l'Etat dans lequel auront été accomplis les travaux de l'exploitation, cause du différend,—en l'occurrence pour le Luxembourg, le gouvernement,—pour l'Empire allemand, l'administration impériale des assurances—tranchent la difficulté avec compétence exclusive et en dernier ressort.

La décision rendue conformément au § 1^{er} s'applique aux assureurs dans l'autre Etat, et sert de règle sans effet rétroactif pour la procédure à suivre et notamment aux questions de contribution d'indemnité et pour savoir si les organisations dans l'un ou l'autre pays sont compétentes pour le traitement ultérieur de l'affaire.

Avant la décision dont il est question au § 1^{er}, l'assureur intéresse, l'entrepreneur, et, en cas de procédure d'indemnité, l'ayant droit, peuvent être entendus; la décision intervenue doit être signifiée à l'intéressé.

¹ E. Mahain—Le Droit Internationale Ouvrier, p. 345.

Art. 3.—S'il s'agit d'un accident donnant sans aucun doute lieu à indemnité, mais que des difficultés subsistent sur le point de savoir s'il incombe aux assureurs de l'un ou de l'autre Etat, le premier assureur, saisi de l'affaire conformément aux prescriptions légales valables pour lui, doit, en attendant, prendre soin de l'ayant droit.

La charge définitive en incombée l'assureur désigné à bref délai comme tenu d'indemniser.

Art. 4.—Si, d'après les principes de cet arrangement, des exploitations isolées ou des parties d'exploitation ont à passer de l'assurance-accidents d'un pays à celle d'un autre, cette mutation n'a lieu qu'à la fin de l'exercice courant. S'il y a entente entre les assureurs des deux Etats, la mutation avec effets de droit pour tous les intéressés peut être reportée au moment de l'entrée en vigueur du présent arrangement (art. 7). Les obligations résultant d'accidents qui se sont produits avant l'époque de la mutation doivent être remplies par celui des assureurs chez lequel l'exploitation était assurée avant la mutation.

Art. 5.—Dans l'application des règles de l'assurance-accidents—en particulier, dans les constatations d'accidents qui incombent à l'assurance-accidents d'un pays, mais qui se produisent sur le territoire de l'autre Etat—les organisations et juridictions compétentes se prêteront une aide mutuelle, sans préjudice de leurs obligations de constater d'office ces accidents.

Art. 6.—Les mesures précédentes sont applicables à ceux des employés de l'empire d'Allemagne, de l'un des Etats de l'Union allemande, employés dans les exploitations assurées obligatoirement et de l'espèce désignée à l'article 1^{er} pour lesquels existent toutefois à la place de l'assurance contre les accidents industriels. Dans ces cas, à la place de l'administration impériale d'assurance appelée à décider aux termes de l'article 2, prennent la décision pour les employés impériaux, le chancelier impérial; pour les employés d'Etat et les employés des circonscriptions administratives, l'autorité centrale des Etats particuliers.

Dans l'application des lois allemandes de protection contre les accidents, les prescriptions de ces lois concernant la mise en valeur de tous autres droits nés d'accidents et fondés d'après les lois allemandes sont aussi valables pour les recours provoqués par un accident arrivé en territoire luxembourgeois et fondés d'après les lois du Luxembourg.

Art. 7.—Cet arrangement entrera en vigueur au commencement du mois qui suivra sa conclusion. Il peut, de part et d'autre, être dénoncé le 1^{er} janvier de chaque année, pour ladite dénonciation produire son effet à partir 1^{er} janvier de l'année suivante.

**FRANCO-BELGIAN TREATY RELATING TO COMPENSA-
TION FOR INJURIES RESULTING FROM INDUSTRIAL
ACCIDENTS. FEBRUARY 21, 1906 ¹**

His Majesty the King of the Belgians and the President of the French Republic, being equally animated with the desire to assure to the citizens of their respective States, reciprocal benefits from the legislation in force relating to compensation for injuries resulting from industrial accidents, have resolved to conclude a treaty to this end, and have nominated as their plenipotentiaries:

The President of the French Republic:

M. Maurice Rouvier, Senator, President of the Council,
Minister for Foreign Affairs; and

His Majesty the King of the Belgians:

M. Alfred Leghait, his Ambassador Extraordinary and
Minister Plenipotentiary to the President
of the French Republic,—

who after mutual presentation of their credentials, found to be in good and proper form, have agreed to the following Articles:

(1) Belgian subjects meeting with industrial accidents in France, and likewise their dependents, shall enjoy the compensation and guarantees granted to French citizens by the legislation in force relating to compensation for industrial accidents.

Reciprocally, French subjects meeting with industrial accidents in Belgium, and likewise their dependents, shall enjoy the compensation and guarantees granted to Belgian citizens by the legislation in force relating to compensation for industrial accidents.

(2) Notwithstanding an exception to the rule shall be made if the persons in question were sent out of their own country temporarily, and occupied for less than the last six months on the territory of that one of the two contracting States where the accident occurred, but were taking part in an undertaking established within the territory of the other. In such cases the persons interested shall have a right only to the compensation and guarantee provided by the legislation of the latter state.

The same rule shall apply to persons attached to transport undertakings and employed intermittently, whether regularly or not, in the country other than that where the undertaking is domiciled.

(3) The exemptions allowed as regards stamps, records and registration, and the free delivery stipulated for by the Belgian legislation relating to industrial accidents, are hereby extended to proofs, certifi-

¹ Source.—Bulletin of the International Labor Office, English Edition, Vol. 1, 1906, Pages 153, 154.

ates and documents contemplated by the legislation in question which have to be drawn up or delivered in pursuance to the French law.

Reciprocally the exemptions allowed and free delivery stipulated for by the French legislation are hereby extended to proofs certificates and documents contemplated by the legislation in question which have to be drawn up or delivered in pursuance of the Belgian law.

(4) The French and Belgian authorities shall lend each other mutual assistance with a view to facilitating reciprocally the execution of the laws relating to industrial accidents.

(5) The present Treaty shall be ratified and the ratifications exchanged at Paris as soon as possible.

The Treaty shall come into force in France and Belgium one month after it has been published in the two countries in accordance with the forms prescribed by their respective laws.

It shall remain in force until the expiration of one year from the day after it shall have been denounced by one or other of the contracting parties. In testimony whereof the respective plenipotentiaries have signed the present Treaty and affixed their seals thereto.

Drawn up in duplicate at Paris, February 21, 1906.

**CONVENTION IN PURSUANCE OF THE CONVENTION OF
APRIL 15, 1905, RELATING TO COMPENSATION FOR
INDUSTRIAL ACCIDENTS, CONCLUDED AT
BRUSSELS, MAY 22, 1906, BETWEEN BEL-
GIUM AND THE GRAND DUCHY OF
LUXEMBURG ¹**

His Majesty the King of the Belgians and His Royal Highness the Grand Duke of Luxemburg, having decided to extend to certain classes of persons engaged in transport undertakings, the benefits of the provisions of paragraph 2 of the Convention concluded on April 15, 1905, between Belgium and the Grand Duchy of Luxemburg, relating to compensation for injuries caused by industrial accidents, have to that effect resolved to draw up an additional Convention and have nominated as their plenipotentiaries, as follows:

For his Majesty the King of the Belgians: M. le Baron de Favereau, member of the Senate, Knight of the Order of Leopold, Grand Ribbon of the Order of the Crown of Oak, etc., etc., His Minister for Foreign Affairs.

And for His Royal Highness the Grand Duke of Luxemburg: M. le Comte de Marchant d'Ansembourg, Chamberlain to His Royal Highness the Grand Duke of Luxemburg and to her Majesty the Queen of

¹ Source.—Bulletin of the International Labour Office, English Edition, Vol. 1, 1906, Pages 373, 374.

the Netherlands, Commander of the First Class with the Star of the Order of Adolphe of Nassau, officer of the Order of the Crown of Oak, Commander of the Order of Leopold, etc., etc., his Charge d'affaires accredited to the Government of His Majesty the King of the Belgians.

Who, after having exchanged their full powers, found to be in right and due form, have agreed upon the following articles:

(1) The provisions following shall be added as a second paragraph to paragraph 2 of the Convention of April 15, 1905:

"The above shall hold good for persons engaged in transport undertakings and occupied intermittently, but habitually, in countries other than that in which the principal establishment of the undertaking is domiciled.

(2) This additional Convention shall have the same force and hold good for the same period as the Convention of April 15, 1905.

It shall be duly ratified, and these ratifications shall be exchanged at Brussels as soon as possible. It shall come into force ten days after its publication in the forms prescribed by the laws of the two countries.

In witness thereof the Plenipotentiaries have signed this additional Convention, and have affixed their seals thereto.

Made and duplicated at Brussels, May 22, 1906.

AGREEMENT CONCLUDED ON THE 9TH JUNE, 1906, BETWEEN FRANCE AND ITALY RELATING TO COMPENSATION FOR INJURIES RESULTING FROM INDUSTRIAL ACCIDENTS ¹

1. Italian workmen or employees who meet with accidents arising out of or in the course of their employment on French territory, or their representatives, shall have the same rights to compensation as the French workmen or employees, or their representatives, and vice versa.

2. The same rule shall apply, subject to the conditions contained in the following articles, to claimants who were not residing within the territory of the country where the accident happened at the time when it occurred, or who subsequently ceased to reside therein.

3. If an accident is followed by an inquiry, notice of the conclusion of the inquiry shall be given immediately to the consular authority of the district within which the injured workman was living at the time when the accident occurred, in order that the said authority may take note of the inquiry in the interests of the claimants.

4. Employers and insurers in either country shall have the right to pay installments of benefit or compensation due through the agency of the consular authority, contemplated in the preceding article, of the

¹ Bulletin of the International Labour Office, English Edition, Vol. 2, 1907, pp. 2, 3, 4.

other country. The said authority shall produce the papers of identity and life certificates, and also make provision for forwarding installments of benefit or compensation to subjects of his country residing within his district at the time of the accident.

5. The Italian National Accident Insurance Fund shall insure French employers, on the model scale appended to this agreement, against their liabilities to representatives, not being resident in France, of injured Italian workmen, if such employers desire to be relieved from the obligation of making inquiries and other similar proceedings.

The proper authorities of the two countries shall revise this provisional scale as soon as possible in the light of statistical data to be collected hereafter.

6. If an employer or insurer has made provision with the French National Old Age Pensions Fund for pensions to Italian workmen or their representatives, payment of such pensions shall, at their request, be made to them through the Italian National Workmen's Disablement and Old Age Provident Fund. In this case the French National Fund shall settle with the Italian Fund by forwarding every quarter the amount of the pension claims which would have been payable in France.

In the case of benefits, the rate of which is definitely fixed, the French National Fund may settle with the Italian National Fund by depositing a capital sum equivalent to the actuarial value of the benefit in accordance with the scale on which the same has been acquired; this deposit shall be devoted to the purchase of an annuity in accordance with the scale in force for the Italian National Fund at the time.

7. If an employer or insurer has deposited with the Italian National Provident Fund compensation due to French workmen, the Fund shall, on application, forward to them by money order (mandat postal) the amounts which would have been payable in Italy.

In the case of benefits, the rate of which is definitely fixed, the Fund may discharge its liabilities by depositing with the French National Pension Fund a capital sum equivalent to the actuarial value of the benefit in accordance with the scale on which the same has been acquired; this deposit shall be devoted to the purchase of an annuity in accordance with the scale in force for the French National Fund at the time.

Compensation falling due for fatal accidents incurred by French workmen in Italy may be deposited in the form of a lump sum with the French Deposit Fund (*Caisse des depots et consignations*) which shall hold the amount at the disposal of the interested parties on their claim being proved.

8. The money orders contemplated in the first paragraph of Article 7, and sums forwarded by the National Pension Fund to the Italian National Provident Fund, or reciprocally, shall take the form of office orders (*mandats d'office*) under the conditions set forth in Article 5 of the agreement relating to the transfer of deposits between the ordinary savings banks of the two countries.

9. The two national funds shall always reserve the right to amend their respective scales in the future.

10. Exemption from taxes and any financial advantages granted by French law to documents which have to be presented in order to obtain compensation, shall apply equally in cases where the documents in question are required for the payment of compensation under Italian law, and vice versa.

11. If an Italian workman, not resident in France, fails to receive the compensation to which he is entitled, and if he applies to the Guarantee Fund established by French law, the duties devolving, in connection with such applications, upon the municipal authorities shall be fulfilled, on his behalf, by the Italian consular authorities in Paris, under conditions to be determined by the authorities concerned in the two countries.

Each of the two contracting parties reserves the right, in the case of *force majeure* or of urgent circumstances, to suspend the terms of this agreement, wholly or in part, in so far as it concerns the respective functions of the national funds of the two countries. Notice of suspension shall be given, through diplomatic channels to the proper authorities of the other State. The notice shall fix the date after which the regulations relating to the said functions shall cease to have effect.

13. The proper authorities of the two countries shall agree together upon the proofs to be furnished in the cases contemplated in Articles 4, 5, 6, 7, and the conditions under which the said articles shall apply to injured workmen or their dependants not residing in either France or Italy.

They shall at the same time, draw up detailed rules and regulations necessary for the execution of this agreement.

14. This agreement shall come into force on a day to be agreed upon by the two states after its promulgation in accordance with their respective laws.

Except in the case contemplated in the Convention of 15th April, 1904, this agreement shall remain in force for five years. The two contracting parties shall be mutually bound to give one year's notice of their intention to terminate the agreement at the conclusion of this

period. In the absence of such notice, the agreement shall be renewed from year to year, for the term of one year, by tacit consent.

15. If one of the two contracting parties shall have announced its intention of withdrawing from the agreement, the agreement shall continue to have full force, as far as concerns the rights of injured persons or their representatives, against their employers in respect of all accidents occurring before the expiration of the agreement. Notwithstanding, it shall cease to have effect on its expiration as far as concerns the duties devolving upon the consular authorities and the obligations or functions of the National Funds of the two countries, except as regards settlement of accounts then current and the distribution of annuities, the capital value of which they may have received previously.

Schedule

Annual Premiums of Insurance Payable in respect of each 1,000 frs. paid in wages.

Industrial undertakings in general.....	4.98
Mines	12.36
Quarries	10.02
Brick Works	4.62
Iron and Steel Works.....	3.50
Metal Works (other than iron and steel), scientific instruments, musical instruments	1.14
Scientific Instruments	1.38
Metal Works (other than iron and steel).....	0.96
Chemical Industries	4.26
Gas and Water.....	3.30
Building Operations	6.96
Special for Chimney-sweeping.....	5.82
State Railways (An economic and legal classification peculiar	7.72
Private " { to Germany, corresponding to the ordinary	6.54
Street " { division of industries into great, medium	4.20
and small)	
Freight, Warehousing, Cartage.....	9.84
Cartage	14.46
Inland Navigation	18.30

**CONVENTION BETWEEN FRANCE AND LUXEMBURG
RELATING TO COMPENSATION FOR INJURIES RE-
SULTING FROM INDUSTRIAL ACCIDENTS.
SIGNED ON THE 27TH OF JUNE, 1906¹**

1. Subjects of the Grand-Duchy of Luxemburg meeting with industrial accidents in France and likewise their dependants, shall enjoy the compensations and guarantees granted to French subjects by the legislation in force relating to compensation for industrial accidents.

Reciprocally, French subjects meeting with industrial accidents in Luxemburg, and likewise their dependents, shall enjoy the compensation and guarantees granted to subjects of the Grand-Duchy of Luxemburg by the legislation in force relating to compensation for industrial accidents.

2. Notwithstanding, an exception to this rule shall be made if the persons in question were sent out of their own country temporarily, and occupied for less than the six months last past on the territory of that one of the two contracting states where the accident occurred, but were taking part in an undertaking established within the territory of the other. In such case the persons interested shall have a right only to the compensation and guarantees provided by the legislation of the latter state.

The same rule shall apply to persons attached to transport undertakings, and employed intermittently, whether regularly or not, in the country other than that where the undertaking is domiciled.

3. The exemptions allowed as regards stamps, records and registration, and the free delivery stipulated for by the legislation of the Grand-Duchy relating to industrial accidents, are hereby extended to proofs, certificates and documents contemplated by the legislation in question which have to be drawn up and delivered in pursuance of the French law.

Reciprocally, the exemptions allowed and free delivery stipulated for by the French legislation are hereby extended to proofs, certificates and documents contemplated by the legislation in question which have to be drawn up and delivered in pursuance of the law of the Grand-Duchy of Luxemburg.

4. The French authorities and the authorities of the Grand-Duchy of Luxemburg shall lend each other mutual assistance with a view to facilitating reciprocally the execution of the law relating to industrial accidents.

5. The present Treaty shall be ratified and the ratifications exchanged at Paris as soon as possible.

¹ Source.—Bulletin of the International Labour Office, Eng. Edition. Vol. II, p. 4.

The Treaty shall come into force in France and in the Grand Duchy of Luxemburg one month after it has been published in the two countries in accordance with the forms prescribed by their respective laws.

It shall remain in force until the expiration of one year from the day after it shall have been denounced by one or the other of the contracting parties. In testimony whereof the respective plenipotentiaries have signed the present Treaty and affixed their seals thereto.

Drawn up in duplicate at Paris, 27th June, 1906.

INTERNATIONAL CONVENTION RESPECTING THE PROHIBITION OF NIGHT-WORK FOR WOMEN IN INDUSTRIAL EMPLOYMENT¹

Signed by Germany, Austria-Hungary, Belgium, Denmark, Spain, France, Great Britain, Italy, Luxemburg, Holland, Portugal, Sweden and Switzerland

Sept. 26, 1916

Became Effective January, 1912

Art. 1.—Night work in industrial employment shall be prohibited for all women without distinction of age, with the exceptions hereinafter provided for.

The present Convention shall apply to all industrial undertakings in which more than ten men or women are employed; it shall not in any case apply to undertakings in which only the members of the family are employed.

It is incumbent upon each contracting state to define the term "industrial undertakings." The definition shall in every case include mines and quarries and also industries in which articles are manufactured and materials transformed: as regards the latter, the laws of each individual country shall define the line of division which separates industry from agriculture and commerce.

Art. 2.—The night rest provided for in the preceding article shall be a period of at least 11 consecutive hours; within these 11 hours shall be compromised the intervals between 10 in the evening and 5 in the morning.

In those states, however, where the night-work of adult women employed in industrial occupations is not as yet regulated, the period of uninterrupted rest may provisionally, and for a maximum period of three years, be limited to 10 hours.

¹ Source.—Bulletin of the International Labour Office. Eng. Edition, Vol. I, 1906. Pages 272-275.

Art. 3.—The prohibition of night-work may be suspended—

(1) In cases of "force majeure" when in any undertaking there occurs an interruption of work which it was impossible to foresee and which is not of a periodic character.

(2) In cases where the work has to do with raw materials or materials in course of treatment which are subject to rapid deterioration, when such night-work is necessary to preserve the said materials from certain loss.

Art. 4.—In those industries which are influenced by the seasons, and in all undertakings in the case of exceptional circumstances, the period of the uninterrupted night rest may be reduced to 10 hours on sixty days of the year.

Art. 5.—It is incumbent upon each of the contracting states to take the administrative measures necessary to ensure the strict execution of the terms of the present convention within their respective territories.

Each Government shall communicate to the others through the diplomatic channel the laws and regulations which exist or shall hereafter come into force in their country with regard to the subject matter of the present Convention, as well as the periodical reports on the manner in which the said laws and regulations are applied.

Art. 6.—The present Convention shall only apply to a colony, possession or protectorate when a notice to this effect shall have been given on its behalf by the Government of the Mother Country to the Swiss Federal Council.

Such Government when notifying the adhesion of a colony, possession or protectorate shall have the power to declare that the Convention shall not apply to such categories of native labour as it would be impossible to supervise.

Art. 7.—In extra-European states, as well as in colonies, possessions or protectorates, when the climate or the condition of the native population shall require it, the period of the uninterrupted night rest may be shorter than the minima laid down in the present Convention provided that compensatory rests are accorded during the day.

Art. 8.—The present Convention shall be ratified and the ratifications deposited with the Swiss Federal Council by December 31, 1908, at the latest.

A record of this deposit shall be drawn up of which one certified copy shall be transmitted to each of the contracting states through the diplomatic channel.

The present Convention shall come into force two years after the date on which the record of deposits is closed.

The time limit for the coming into operation of the present Convention is extended from two to ten years in case of—

- (1) Manufactories of raw sugar from beet.
- (2) Wool combing and weaving.
- (3) Open mining operations, when climatic conditions stop operations for at least four months every year.

Art. 9.—The States non-signatories to the present convention shall be allowed to declare their adhesion to it by an act addressed to the Swiss Federal Council, who will bring it to the notice of each of the other contracting states.

Art. 10.—The time limits laid down in article 8 for the coming into force of the present convention shall be calculated in the case of non-signatory states as well as of colonies, possessions or protectorates, from the date of their adhesion.

Art. 11.—It shall not be possible for the signatory states, or the states, colonies, possessions or protectorates who may subsequently adhere, to denounce the present Convention before the expiration of twelve years from the date on which the record of the deposit of ratifications is closed.

Thenceforward the Convention may be denounced from year to year.

The denunciation will only take effect after the lapse of one year from the time when written notice has been given to the Swiss Federal Council by the Government of the mother country. The Federal Council shall communicate the denunciation immediately to the Government of each of the other contracting states.

The denunciation shall only be operative as regards the state, colony possession or protectorate, on whose behalf it has been notified.

In witness whereof the Plenipotentiaries have signed the present Convention.

Done at Berne this twenty-sixth day of September, nineteen hundred and six, in a single copy, which shall be kept in the archives of the Swiss Confederation, and one copy of which, duly certified, shall be delivered to each of the contracting states through the diplomatic channel.

INTERNATIONAL CONVENTION RESPECTING THE PROHIBITION OF THE USE OF WHITE (YELLOW) PHOSPHORUS IN THE MANUFACTURE OF MATCHES¹

His Majesty, the German Emperor, King of Prussia; His Majesty the King of Italy; His Royal Highness the Grand Duke of Luxem-

¹ Source.—Bulletin of the International Labour Office. English Edition, Vol. I, 1906. Pages 275-277.

burg, Duke of Nassau; Her Majesty the Queen of the Netherlands; the Swiss Federal Council,

Desiring to facilitate the development of the industrial protection of workpeople by the adoption of common provisions,

Have resolved to conclude with this object a convention respecting the use of white (yellow) phosphorus in the manufacture of matches, and have appointed the following to be their plenipotentiaries, that is to say:—

His Majesty the German Emperor, King of Prussia; His Excellency M. Alfred von Bulow, his Chamberlain and "Conseiller intime actuel," Envoy Extraordinary and Minister Plenipotentiary at Berne; M. Caspar, Director of the Imperial Home Office; M. Frick, "Counseiller intime superieur de gouvernement" and "Counseiller Rapporteur" at the Prussian Ministry of Commerce and of Industry; M. Eckardt, Councillor of Legation and "Conseiller Rapporteur" at the Imperial Ministry for Foreign Affairs.

His Majesty the King of Denmark: M. Henrik Vedel, Head of Department at Ministry of the Interior.

The President of the French Republic: His Excellency M. Paul Revoil, Ambassador at Berne; M. Arthur Fontaine, Director of the Labour Department of the Ministry of Commerce, Industry and Labour.

His Majesty the King of Italy: His Excellency Count Roberto Magliani di Villar San Marco, Envoy Extraordinary and Minister Plenipotentiary at Berne; Professor Giovanni Montemartini, Director of the Labour Department of the Royal Ministry of Agriculture and Commerce.

His Royal Highness the Grand Duke of Luxemburg, Duke of Nassau: M. Henri Neuman, Councillor of State.

Her Majesty the Queen of the Netherlands: Count de R chteren Limpurg Almelo, Her Chamberlain, Minister Resident at Berne; Dr. L. H. W. Regout, Member of the First Chamber of the State General.

The Swiss Federal Council: M. Emil Frey, Ex-Federal Councillor Dr. Franz Kaufmann, Head of the Industrial Section of the Federal Department of Commerce, Industry and Agriculture; M. Adrien Lachenal, Ex-Federal Councillor, Deputy of the Council of States; M. Joseph Schobinger, National Councillor; M. Henri Scherrer, National Councillor; M. John Syz, President of the Swiss Association of Spinners, Weavers and Twisters;

Who, after having communicated their full powers, found in good and due form, have agreed upon the following articles:

Art. 1.—The High Contracting Parties bind themselves to prohibit in their respective territories the manufacture, importation, and sale of matches which contain white (yellow) phosphorus.

Art. 2.—It is incumbent upon each of the contracting states to take the administrative measures necessary to ensure the strict execution of the terms of the present Convention within their respective territories.

Each Government shall communicate to the others through the diplomatic channel the laws and regulations which exist or shall hereafter come into force in their country with regard to the subject matter of the present Convention, as well as the reports on the manner in which the said laws and regulations are applied.

Art. 3.—The present Convention shall apply only to a colony, possession or protectorate when a notice to this effect shall have been given on its behalf by the Government of the Mother country to the Swiss Federal Council.

Art. 4.—The present Convention shall be ratified, and the ratifications deposited with the Swiss Federal Council by December 31, 1908, at the latest.

A record of the deposit shall be drawn up, of which one certified copy shall be transmitted to each of the contracting states through the diplomatic channel.

The present convention shall come into force three years after the date on which the record of the deposit is closed.

Art. 5.—The state non-signatories to the present convention shall be allowed to declare their adhesion by an act addressed to the Swiss Federal Council, who will bring it to the notice of each of the other contracting states.

The time limit laid down in Article 4 for the coming into force of the present Convention is extended in the case of the non-signatory states, as well as of their colonies, possessions or protectorates, to five years, counting from the date of the notification of their adhesion.

Art. 6.—It shall not be possible for the signatory states, or the states, colonies, possessions or protectorates who may subsequently adhere, to denounce the present Convention before the expiration of five years from the date on which the record of the deposit of ratifications is closed.

Thenceforward the Convention may be denounced from year to year.

The denunciation will only take effect after the lapse of one year from the time when written notice has been given to the Swiss Federal Council by the Government concerned, or, in the case of a colony, possession or protectorate, by the Government of the mother country;

the Federal Council shall communicate the denunciation immediately to the Governments of each of the other contracting states.

The denunciation shall only be operative as regards the state, colony, possession or protectorate on whose behalf it has been notified.

In witness whereof the Plenipotentiaries have signed the present Convention.

Done at Berne this twenty-sixth day of September, nineteen hundred and six, in a single copy which shall be kept in the archives of the Swiss Federation, and one copy of which duly certified shall be delivered to each of the contracting powers through the diplomatic channels.

Voeu

At the moment of the proceeding to the signature of the Convention on the Night-Work of Women the Delegates of Denmark, Spain, France, Great Britain, Italy, Luxemburg, the Netherlands, Portugal, Sweden and Switzerland, convinced of the utility of assuring the greatest possible unity to the regulations which will be issued in conformity with the present Convention, express the desire that the various questions connected with the said Convention which may have been left doubtful by the same, may be, by one or several of the contracting parties, submitted to the consideration of a Commission on which each co-signatory State would be represented by a delegate or by a delegate and assistant-delegates.

This Commission would have a purely consultative character. In no circumstances would it be able to undertake any inquiry into or to interfere in any way in the administrative or other acts of the States.

The Commission would make a report which would be communicated to the contracting States on the questions submitted to it.

The Commission could further be called upon—

(1) To give its opinion as to the equivalent provisions on condition of which the adhesion of extra-European States as well as possessions, colonies, protectorates might be accepted in cases where the climate or the condition of the natives may necessitate modifications in the details of the Convention.

(2) Without prejudice to the initiative of each contracting State to serve as an instrument for a preliminary exchange of views, in cases where the High Contracting Parties are in agreement, as to the utility of convening new conferences on the subject of the condition of the working classes.

The Commission would meet at the demand of one of the contracting States, but not more than once a year, except in the case of an agreement between the contracting States for a supplementary meeting

owing to exceptional circumstances. It would meet in each of the capitals of the European contracting States successively and in alphabetical order.

It would be understood that the contracting States would reserve to themselves the right of submitting to arbitration, in conformity with Article 16 of the Convention of the Hague, the questions which may be raised by the Convention of to-day's date; even if they had been the subject of an expression of opinion by the Commission.

The Delegates mentioned above request the Swiss Government (who agree) to be good enough, until the closing of the record of deposit of ratifications of the Convention to continue the negotiations for the adhesion of the present *Voeu* of the States whose delegates have not signed it.

The *Voeu* will be converted into a Convention by the Contracting states, through the agency of the Swiss Government, as soon as it shall have received the concurrence of all the States signatories to the Convention.

Berne, September 26, 1906.

**CONVENTION BETWEEN THE UNITED KINGDOM AND
FRANCE CONCERNING THE NEW HEBRIDES.
SIGNED AT LONDON, 20TH OCTOBER, 1906.
(TREATY SERIES NO. 3, 1907. CD. 3300.)
(EXTRACT) ¹**

RECRUITMENT OF NATIVE LABOURERS

XXXI.—Recruiting License

1. No vessel shall recruit native labourers in the New Hebrides, including the Banks and Torres Islands, unless she sails under the flag of one of the two Signatory Powers, and unless she is provided with a recruiting license issued by the High Commissioner representing the Signatory Powers under whose flag the vessel is sailing, or by his Delegate.

2. In the case of professional recruiters, the recruiting license shall only be issued on the deposit of £80, as security, with the agent appointed by the High Commissioner, whose duty it will be to issue the recruiting license, or by his Delegate.

3. The High Commissioners shall inform one another every month of the recruiting licenses which they have issued. The same rule shall apply to their Delegates.

4. The recruiting licenses shall be valid for one year only.

¹ Source.—Bulletin of the International Labour Office. English Edition, Vol. 2, 1907, pages 345 to 350.

XXXII.—Register of Engagements

All masters of recruiting vessels shall keep a register of engagements, in which there shall be entered without delay the name, sex, identification marks, the name of the tribe, place of recruiting, and place of destination of every native recruited, the name of the employer, the length of the engagement, the sum agreed on by way of premium and wages, and the amount of the advance paid to the native at the time of engagement.

XXXIII.—Engagement of Women and Children

1. Women shall only be engaged:
If they are married, with the consent of their husbands;
If they are unmarried, with the consent of the head of the tribe.
2. Children shall only be engaged if they are of a certain minimum height, to be fixed by the Resident Commissioners jointly.

XXXIV.—Length of Engagements

1. No engagements shall be concluded for more than three years.
2. They shall date from the day the labourer lands in the island where he is to be employed, but the time spent on board ship, by the labourer shall count for wages.

XXXV.—Deaths on Board Recruiting Vessels

1. A report in duplicate on every death occurring on board a recruiting vessel shall be drawn up immediately by the master. Such report shall describe the circumstances under which the death occurred.
2. Within twenty-four hours an inventory in duplicate shall also be drawn up of the effects left on board by the deceased. The amount of wages to which the labourer is entitled from the day of engagement to the day of his death shall be stated in this inventory.
3. The master shall, on arrival, transmit to the competent authority a copy of the report and the inventory, as well as the objects and articles of value belonging to the deceased and the premium and wages to which he was entitled.

The second copy of the report and the inventory shall be annexed to the register of engagements.

XXXVI.—Sickness of Labourers on Landing

Every native recruited who, on landing, if found to be in such a state of health as to incapacitate him for the work for which he was engaged, shall be cared for at the expense of the recruiter, and the time spent in hospital and the time during which he is unable to work shall be included in the term of engagement.

XXXVII.—Delivery of Labourers to Their Employers

A recruiter who is acting as an agent for other persons cannot divest himself of his responsibility for the natives whom he has engaged until the signature of the employer has been affixed to the register of engagements opposite the name of the labourer.

XXXVIII.—Submission of Registers of Engagements on Arrival

1. Within twenty-four hours of their arrival, all masters of recruiting vessels shall be obliged to present their register of engagements for signature by the competent person.

2. If irregularities are detected in the operations of the recruiter or in the keeping of the register of engagements, an official report shall be immediately drawn up by the person to whom the register has been submitted. This report shall be sent without delay to the competent authority.

The same course shall be followed if the register is not produced within the prescribed period.

XXXIX.—Notification of Engagements

Every engagement of a native labourer shall be notified by his employer within three days from the date of landing.

The notification shall be made to the Resident Commissioner, to whose jurisdiction the employer is subject, or to the person appointed for the purpose.

2. The notification shall be registered, and the contract shall be signed by the Resident Commissioner, or by the person appointed for the purpose.

The two Resident Commissioners shall communicate to each other every month a list of notifications of engagements received by them, or by the persons appointed for the purpose.

XL.—Re-Engagement

1. At the termination of the period of his engagement the labourer shall not enter into a fresh engagement—if he has not been previously sent home—without an authority in writing from the Resident Commissioner entitled to receive the notification of engagement, or from the person appointed for the purpose.

2. The authority shall only be given after the native has been examined in the presence of the employer, two non-native witnesses, and two witnesses, selected as far as possible from the same tribe as the labourer, and if the latter, of his own free will, declares that he wishes to re-engage.

3. No re-engagement shall exceed the term of one year. It shall be renewable on the same conditions.

XLI.—Records of Engagements

1. Every employer shall keep posted up to date a separate record for each labourer in his service.

2. There shall be entered in this record the name and sex of the labourer, the identification marks, the name of the tribe, the place and date of recruiting, the name of the recruiter, the name of the vessel and the duration and conditions of his engagement, as stipulated in the contract.

The days of absence from work on account of illness shall be entered by the employer in the record, and also any other days of absence.

XLII.—Additional Periods of Work

1. Time lost through absence without good cause shall be added to the term of the engagement.

2. A labourer may further be retained after his term of engagement expires as a punishment for breaches of discipline to which he has been duly sentenced. In such case, the additional period of labour shall not exceed two months for each year of engagement.

XLIII.—Transfer of Engagements

1. No transfer of a contract of engagement shall be permitted unless freely accepted by the labourer and authorized by the Resident Commissioner entitled to receive the notification of engagement, or by the person appointed for the purpose.

2. If the transfer is between British subjects or French citizens, the authority shall be jointly given by the two Resident Commissioners.

XLIV.—Duties of Employers

1. Employers must treat their labourers with kindness. They shall refrain from all violence towards them.

2. They must supply them with sufficient food, according to the custom of the country, including rice, at least once a day, as part of their meals.

The Resident Commissioners shall fix jointly the amount of rice to be supplied to the labourers.

3. Employers must further provide their labourers with adequate shelter, the necessary clothing, and medical care in case of illness.

XLV.—Working Hours

1. Labourers shall not be obliged to work except between sunrise and sunset.

2. They shall have daily, at the time of their mid-day meal, at least one clear hour of rest.

3. Except for domestic duties and the care of animals, labourers shall not be obliged to work on Sundays.

XLVI.—Payment of Wages

1. Wages shall be paid exclusively in cash.

2. Payment shall be made, either before a person appointed for the purpose by the Resident Commissioner entitled to receive the notification of engagement, or, failing this, in the presence of two non-native witnesses, who shall certify the payment in the record above referred to by affixing their signatures by the side of that of the employer.

3. When it is obviously impossible for an employer to make use of the method of verification, he shall himself be authorized by the competent Resident Commissioner, or by the person appointed for the purpose, to enter the payment of the wages in the record.

4. Whenever the record does not show the rate of wages agreed upon at the time of the engagement, the rate shall be taken to be 10s. a month, and the employer shall not be allowed to produce evidence to show that a lower rate had been agreed upon.

XLVII.—Deposit of Wages

1. Part of the wages may be deposited by the employers with the Resident Commissioner entitled to receive the notification of engagement, or the person appointed for the purpose, to be paid subsequently to the labourer, either during the term of engagement or at the expiration of such term, according as he desires.

The free consent of the labourer must be given before any part of his wages can be so dealt with.

2. The Resident Commissioner or the person appointed for the purpose may at any time order the retention and deposit of part of the labourer's salary.

XLVIII.—Punishments

Any labourer who has given his employer just cause of complaint in respect of his conduct or work may, at the instance of his employer, be punished by the Resident Commissioner concerned or the person appointed for the purpose, by the imposition of extra work, by a fine, by prolongation of the term of engagement, within the limits provided in Article XLII., or by a summary punishment not exceeding one month's imprisonment.

XLIX.—Absence Without Good Cause

1. Any labourer who without permission leaves his employer shall

be liable in like manner to one of the summary punishments prescribed by the preceding Article, and shall be sent back to his employer to finish his term of engagement.

2. No one shall receive or employ or take on board any vessel a labourer who has left his employer without permission.

L.—Death During Engagement

In the event of the death of a labourer, the employer shall be subject to the same obligations as those imposed by Article XXXV., on masters of recruiting vessels.

LI.—Repatriation

1. Every labourer who has completed his term of engagement shall be returned to his home at the first convenient opportunity by and at the expense of his employer.

2. Such labourer shall be taken back to the place where he was recruited, or, if this is impossible, to the nearest place thereto, from which the labourer can without danger rejoin his tribe.

3. In the case of unjustifiable delay exceeding one month in returning a labourer, the Resident Commissioner concerned, or the person appointed for the purpose, shall provide, at the expense of his employer, for the return of the labourer to his home at the earliest opportunity.

4. In the case of persistent ill-treatment of a labourer, the Resident Commissioner concerned shall have the right, after two written warnings addressed to the employer, to cancel the contract and provide for the return home of the labourer at the employer's expense.

5. The Resident Commissioner concerned may in like manner cancel the contract and return a labourer to his home if the labourer did not freely consent to the engagement, or if he did not clearly understand and freely accept the terms of the engagement. In that case the expenses of returning him to his home shall be borne by the recruiter.

LII.—Register of Repatriation

1. The names of labourers returned to their homes shall be entered on a register kept by the master of the vessel, in a similar form to that prescribed by Article XXXII., for keeping the register of engagements.

2. The signature of the employer upon the register shall prove that the labourer who is to be returned to his home has been handed over to the master of the vessel.

3. The master shall enter in the register the date when the native so to be returned to his home was put on shore, and shall mention the exact spot where he was landed.

4. The rules prescribed by Article XXXVIII. with regard to the submission and signature of the register of engagements shall be applicable to the register of repatriation.

LIII.—Death During the Return Passage

In the event of the death of a labourer occurring during the return passage, the master of the vessel shall proceed as prescribed by Article XXXV.

LIV.—Powers of Control

1. The High Commissioners, the Resident Commissioners, and the persons appointed by them for the purpose, shall have, with regard to their respective nationals, the right to employ any method of enquiry which may be necessary to ensure, as far as the recruiting and engagement of native labourers are concerned, the execution of the present Convention.

Employers shall be bound, for this purpose, to produce any labourer at the request of the competent authority.

2. A report shall be drawn up with regard to any irregularity or breach of regulations which may be discovered, and shall be forwarded without delay to the competent authority. The report shall be "prima facie" evidence of the facts stated therein.

LV.—Short Engagements and Employment of Native Labourers Without Engagement

1. Non-natives may employ natives without restriction provided that they are not engaged for more than three months, with the option of renewal, and provided that they are not removed to an island more than 10 miles from the island of their tribe.

2. They may, in any case, employ without restriction natives who are known to have served non-natives for at least five years, and who are familiar with a European language or the vernacular in use between non-natives and natives.

LVI.—Penalties

1. Any infringement by non-natives of the terms of the present Convention regarding the recruiting and engagement of native labourers shall be punishable by a fine of from 4s. to £20, and by imprisonment of from one day to one month, or by either of the above penalties.

2. Damages may also be awarded to labourers for any injury suffered by them.

3. The Joint Court shall inflict the penalties and assess the damages.

4. In the event of a conviction on a serious charge, or for a second

offence, the recruiting license, as well as the right of engaging labourers, may be withdrawn for a period not exceeding two years by the High Commissioner for the country to which the recruiter or employer belongs.

**CONVENTION CONCLUDED BETWEEN ITALY AND
FRANCE RESPECTING THE TREATMENT OF FOR-
EIGNERS MEETING WITH INDUSTRIAL ACCI-
DENTS. RATIFIED ON JUNE 4TH, 1907,
AND APPROVED BY ROYAL DECREE
DATED JUNE 30TH, 1907¹**

Note.—As regards the execution of Article 14, it is hereby agreed that Articles 1, 2 and 3 shall come into force three months after their promulgation in both countries.

As regards Articles 10, it is to be understood that neither country can be held bound to make any advances in respect to costs in proceedings or applications to be heard in the other country.

Schedule

	Annual Re-Insurance Premium on 1000 Francs Wages.
Industrial occupations in general.....	4.98
Mines	12.36
Quarries	10.02
Manufacture of glass, ceramic goods, brick works.....	3.24
Manufacture of glass.....	1.38
Manufacture of ceramic goods.....	1.32
Brick works	4.62
Iron and steel works.....	3.60
Metal works (other than iron and steel), scientific and musical instruments	1.14
Metal works (other than iron and steel).....	0.96
Scientific instrument works.....	1.38
Musical instrument works.....	0.78
Chemical industries	4.26
Gas and water undertakings.....	3.30
Textile industry	0.78
Flax, hemp, jute and other fibre works.....	1.08
Silk works	0.30
Silk textile industry (excluding flax, hemp, jute, etc.).....	0.78
Textile industry (excluding silk).....	0.78
Paper and typographical works.....	1.62
Manufacture and preparation of paper.....	2.46

¹ Bulletin of the International Labour Office, English Edition.

Manufacture of paper.....	4.98
Preparation of paper.....	0.54
Typographical works	0.36
Leather and cloth industry.....	0.96
Leather works	2.46
Clothing works	0.42
Wood works	3.06
Preparation of articles of food, slaughter houses, preparation of tobacco	0.66
Preparation of articles of food.....	1.44
Slaughter houses	0.96
Preparation of tobacco.....	0.12
Mills, manufacture of sugar, distillers, brewers and malting houses	6.00
Mills	7.32
Manufacture of sugar.....	5.34
Distillers	4.62
Breweries and malting houses.....	6.06
Building operations	6.96
Special for chimney sweeping.....	5.82
State railways { (An economic and legal classification peculiar to Germany, corresponding to the ordinary	7.92
Private " { division of industries into great, medium and	6.54
Street " { small.)	4.20
Forwarding undertakings, warehousing.....	9.84
Carting Department warehouses.....	7.26
Cartage	14.46
Navigation—	
Inland	18.30
Sea	14.22
Naval Administration	2.94
Military	1.20
Posts and telegraphs administration.....	4.62

TREATY BETWEEN THE GERMAN EMPIRE AND THE NETHERLANDS RELATING TO ACCIDENT INSUR- ANCE, 27TH AUGUST, 1907 ¹

(German Reichsgesetzblatt, 1907, No. 50, p. 763)

Undertakings to which the accident insurance laws of the two contracting states apply and which are domiciled within the territory of one State and carry on business also within the territory of the other, shall, subject to the exceptions contemplated in Articles 2 and 3 be

¹ Bulletin of the International Labour Office, English Edition.

subject, in respect of business carried on within the territory of either State, exclusively to the accident insurance laws of the State.

Where, in accordance with the preceding paragraph, an undertaking carried on business outside the territory of one State subject to the insurance laws of the other, such undertaking shall be held to be an undertaking within the meaning of the said laws. Further regulations for the enforcement of this Treaty shall be drawn up independently by each State according to the needs of their respective systems of accident insurance. In Germany the said regulations shall be drawn up by the Imperial Chancellor or an authority designated by him, and in the Netherlands by the department having authority for the time being. The regulations so drawn up shall be communicated to the two Governments.

2. In the case of transport undertakings carrying on operations across the frontier, the accident insurance laws of the country where the undertaking is domiciled shall alone apply in respect of the travelling staff, regardless of the extent of the operations carried on in the two respective countries. The travelling staff shall remain subject to the said insurance laws also in respect of other classes of employment carried on on behalf of such transport undertakings outside their country of domicile.

3. Persons employed in a department of any kind of undertaking where insurance is compulsory under the laws of their own country, shall, on being transferred to work in the other country, remain in respect of all branches of their employment in the said country, for the first six months of such employment, subject exclusively to the accident insurance laws of the country where the firm is domiciled, provided that the rules contained in Article 2 shall not be affected thereby. If the employment in the said country is interrupted for a period not exceeding 30 days, such period shall be included in the six months' limit. If the period during which the employment is interrupted exceeds 30 days, the course of the six months shall be held to be broken off, and, on the resumption of employment in the said country, a new term of six months shall be held to begin. In applying the preceding rules, account shall not be taken of any period before this Treaty comes into force.

4. Where the accident insurance laws of one country are applicable, the rules contained in such laws for proving claims thereunder in respect of accidents occurring outside the realm, shall apply, by analogy, to compensation claims made in pursuance of the laws of the other country in respect of an accident occurring in such country.

5. In administering the accident insurance laws the proper au-

thorities shall give each other mutual assistance in determining the facts of any case.

Where, in dealing with an accident insurance case, the authorities of one country deem it necessary to procure the sworn depositions of witnesses and experts in the other country, a request to this effect duly submitted through diplomatic channels shall be acceded to. The authorities instructed by the Government of the said country or having jurisdiction without such instructions shall summon the witnesses or experts by official action and, if necessary, use such means of compulsion as are prescribed in the case of similar proceedings in their own country.

6. Rules in force in one country relating to exemptions from stamp duties and fees in the case of accident insurance business, shall apply by analogy in respect of the administration in such country of the accident insurance laws of the other.

7. Manufacturers shall not be required to pay higher contributions or premiums in respect of the accident insurance of one country for the reason that their undertakings are domiciled in the other.

8. The provisions of Articles 4-7 shall apply to undertakings subject to the accident insurance laws of one of the two countries, even in cases where the conditions set forth in Article 1 do not obtain.

9. The terms of this Treaty shall apply by analogy to those officials of the German Empire, of a German Federated State, or of a German group of parishes (*Kommunalverband*) who are employed in undertakings in which insurance is compulsory, but who are, notwithstanding, entitled to accident benefit within the meaning of German legislation, instead of being insured under the German system of accident insurance.

10. Where, in administering the accident insurance laws of one country, it is necessary to calculate the value of wages expressed in terms of the currency of the other country, such conversion shall be effected by taking as a general basis an average rate of exchange, which shall be determined by each of the two Governments for the purposes of the administration of the law in their respective countries and which shall be communicated by each Government to the other.

11. This Treaty shall be ratified and the ratifications exchanged as soon as possible. The Treaty shall come into force one month after the first day of the month following the exchange of ratifications.

Notice of withdrawal from the Treaty may be given by either party at any time, and the Treaty shall expire on the conclusion of the calendar year next following such notice.

Liabilities in respect of accidents occurring before this Treaty comes

into force, shall continue thereafter to be fulfilled by the insurance institution wherein the branch in question of the undertaking was formerly insured. Similarly, on the expiration of this Treaty, liabilities in respect of accidents which occurred while the Treaty was in force, shall continue to be fulfilled by the previous insurance institution.

In witness whereof the plenipotentiaries have signed this Treaty in duplicate and set their seals thereto.

**CONVENTION BETWEEN THE GOVERNOR OF THE TRANS-
VAAL AND THE PORTUGUESE PROVINCES OF MO-
ZAMBIQUE. (Dated 1st. APRIL 1909. Cd. 4587)¹**

EXTRACT

PART I.—MATTERS CONCERNING NATIVES

1. Under this Convention the Government of the Province will permit recruiting within the territories under its direct administration of native labourers for the mining industries of the Transvaal: Provided that such permission will not be effective within areas the natives of which are subject to obligations under local laws at present in force or under legal contracts now existing with the Government of the Province, if those obligations would be interfered with by any recruiting operations.

2. Except in so far as may be in conflict with this Convention, recruiting operations shall be conducted in accordance with regulations at present in force in the Province; but the Government of the Province may alter the said regulations, subject however, to agreement between the two Governments whenever such alteration affects recruiting operations.

3. The Government of the Province reserves the right to prohibit recruiting by or allotment to a Transvaal employer who, upon a joint investigation by representatives of each Government, may be found to have failed, in some substantial respect or persistently after warning, to comply with the obligations imposed by this Convention or by any regulation in force in the Province not inconsistent with this Convention. In the event of the representatives of both Governments not being able to agree, they shall appoint an umpire, whose findings shall be final.

4. Every license to recruit native labourers shall be granted by the Government of the Province.

Each applicant for a recruiting license shall be made through the Intendent of Emigration at Lourenco Marques, and no application shall be granted unless it be accompanied by a certificate from the Transvaal Secretary of Native Affairs to the effect that the Transvaal Government supports the application, and that it is made on behalf of an employer or employers of labour connected with the mining industries of the Transvaal.

¹ Bulletin of the International Labour Office, English Edition, 1911, Vol. 6, pp. 1-5.

Every applicant shall at the time produce a written undertaking on his own behalf and on behalf of his employers to fulfill all obligations under any regulations in force in the Province or contemplated by this Convention.

The guarantee deposit and license which the recruiter has to pay shall not exceed those provided by the Provincial Regulations of the 18th November, 1897.

Recruiting licenses shall be issued in respect of any one district, and for this purpose the old district boundaries existing in 1907 may be followed, but a license issued in respect of one district shall on application be transferred to another without extra charge.

Recruiting licenses may at any time be cancelled by the Government of the Province in accordance with the Emigration Regulations of the Province.

If at any time after granting of a license the Transvaal Government raises any objection against the holder of such a license the Government of the Province agrees to withdraw the license.

5. Before leaving the Province, every labourer shall be supplied with passport available for one year, for which a fee of thirteen shillings shall be paid to the Government of the Province by the employer. No other fees shall be charged in connection with legally recruited natives, except those specified in this Convention.

6. No labourer shall be engaged in the first instance for a longer period than one year, but at the end of the first period he may be re-engaged for a further period or periods, but so that such period or periods, together with the first period shall not, without the special permission of the Portuguese Curator hereinafter referred to, exceed two years.

Any laborer who fails to return to the Province of Mozambique at the expiration of his period of service, including any period of re-engagement, shall, unless he shall have obtained special permission from the Curator be considered a clandestine immigrant for all the purposes of this Convention.

7. The Transvaal Government guarantees that natives will be given their discharge at the expiration of the period of contract, including any period of re-engagement, and that no pressure shall be put on them to renew their contracts.

8. The Portuguese Curator shall be entitled to receive a fee of one shilling and sixpence for every three months or part thereof, in respect of every Portuguese native to whom this Convention applies and who has been in the Transvaal for more than one year. Such fee shall be paid to the Portuguese Curator by the employer.

9. A Portuguese official will undertake the duties of Curator for Portuguese natives in the Transvaal.

The Curator shall be the sole official charged with the functions of a Consular officer with respect to such natives, and, in addition to the powers vested in him by the Regulations now in force in the Province, the following powers and duties shall attach to him:—

(a) to approach the Transvaal authorities with a view to arriving at an understanding in matters relating to Portuguese natives residing in the Transvaal;

(b) to collect all fees payable to the Curator under this Convention in respect of Portuguese natives in the Transvaal;

(c) to issue or refuse Portuguese passes to clandestine immigrants;

(d) to grant or refuse the extension of Portuguese passports to Portuguese natives in the Transvaal;

(e) to promote by all means at his command the registration of Portuguese natives in the Transvaal;

(f) to organize a deposit and transfer agency for moneys belonging to Portuguese natives;

(g) to ascertain the allotment of laborers to the different mines for the purpose of recording their places of employment.

10. The railway charges for natives returning to the Portuguese frontier shall be equally favorable with the railway charges made for the natives from the Portuguese frontier into the Transvaal.

11. The following Customs provisions shall apply to goods and baggage of native labourers returning from the mining industries of the Transvaal, but the details of these provisions may be revised from time to time by mutual arrangement:—

(a) Each native labourer will, subject to the terms of Sub-section (b) of this article, be permitted by the Portuguese Customs to carry with him into the Province, free of duty and from formal examination, up to sixty kilograms (equal to one hundred and thirty-two pounds) gross weight of baggage.

(b) The Portuguese Customs, however, reserve the right to examine occasionally and from time to time the baggage carried by the said natives, in order to satisfy themselves that no excessive quantities of goods for trading purposes are being imported under cover of the above privilege.

(c) In the event of any native, after examination, being found to carry goods whereon the duty leviable according to Portuguese Tariffs, is more than 2,250 reis (ten shillings), but does not exceed 2,750 reis (twelve shillings) there shall be collected from the native on such goods the difference between 1,687.5 reis (seven shillings and sixpence) and the actual duty leviable.

(d) No native referred to in this article will be permitted to have in his possession merchandise upon which the Portuguese Customs duties exceed 2,750 reis (twelve shillings); the bearer of goods the duty whereon exceed that amount shall be liable to the penalties prescribed by the Portuguese Customs Law and regulations, other than the confiscation of such goods; but nothing in this Sub-section contained shall be deemed to prevent the confiscation of contraband goods, such as dynamite, powder, firearms, fuses and the like, when introduced into the Province by any such native.

(e) It is understood that, for the purpose of the computation of duties only such goods as are at the present time liable to duty shall be assessed, that is to say, only such goods as by reason of their quantity, nature or condition, cannot be considered as personal effects of the natives.

(f) In consideration of the above, the Transvaal Government will pay to the Customs of the Province the sum of seven shillings and sixpence per head for each and every native labourer of the Province returning from the mining industries of the Transvaal.

12. Subject to the terms of this Convention, every native of the Province in the Transvaal must be in possession of a Portuguese pass or passport issued by the authorities of the Province.

Any such native found within the Transvaal without such pass or passport shall be considered a clandestine immigrant and shall obtain from the Portuguese Curator or his representative a pass for which a fee of twenty shillings shall be paid.

13. No Portuguese native in possession of a Portuguese passport lawfully issued under this Convention shall be liable to pay native tax under the laws of the Transvaal.

14. This Convention shall not apply to a native who:

(a) entered the Transvaal from the Province of Mozambique prior to the 11th day of October, 1899; and

(b) has not, since that day, resided continuously in a labour district in the Transvaal.

15. No Transvaal pass shall be issued to a Portuguese native who fails to produce a Portuguese pass or passport lawfully issued, except in districts where the Curator has no representative, in which case Transvaal pass officer may issue a pass, but shall send all details to the Portuguese Curator in order that the native may be provided with Portuguese pass, and the Curator shall collect the amount due from the employer (if any) or from the native if he has no employer.

If, however, the Curator refuses to issue a pass to such a native, his Transvaal pass shall forthwith be cancelled in accordance with the Transvaal pass regulations.

16. Except upon production of a written authority from the Portuguese Curator, no pass shall be issued by an official of the Transvaal Government:

(a) to clandestine immigrants who, being in possession of a Portuguese pass or passport, desire to be employed otherwise than in the mining industries;

(b) to natives who desire to work for an employer and who did not enter the Transvaal after executing a contract in accordance with the law in the Province, or who desires to work with a new employer.

Whenever a Portuguese native is authorized to work for any person (not being the employer by whom he was originally engaged in accordance with the law in the Province), or whenever a native is authorized to work for a new employer, the Portuguese Curator shall receive from the employer or native a registration fee of ten shillings. When the engagement of native labourers is made by an agency which is authorized to recruit on behalf of several employers such labourers shall be regarded for the purposes of this article as having been originally engaged for any of such employers.

17. No pass shall be issued in the Transvaal to enable a Portuguese native to travel to any other Colony or territory except the Province of Mozambique without the production of a written authority from the Portuguese Curator.

18. The Transvaal Government shall assist the Curator:

(a) by facilitating the collection of fees payable to the Curator under this Convention in respect of Portuguese natives in the Transvaal;

(b) by facilitating access by him or his representatives to compounds and to all other places where Portuguese natives are located;

(c) by refusing so far as the Transvaal law allows, the issue or renewal of Transvaal passes to Portuguese natives who fail to produce a valid Portuguese passport.

(d) by causing all cases of deaths, accidents, and desertions of Portuguese natives to be reported to him;

(e) by issuing instructions to all pass officers to the effect that the number of the Portuguese passport must always be mentioned distinctly in the Transvaal pass for reference;

(f) by issuing instructions to pass officers to the effect that all Portuguese natives must report themselves at the Curator's office before returning home. In districts where the Curator is not represented passes of Portuguese natives desiring to return home shall be sent to him for endorsement;

(g) by promoting the return home of time-expired labourers via

Ressano Garcia or any other place on the border which may be agreed upon by the two Governments.

19. The Transvaal Government shall, so far as the Transvaal law allows, assist the Portuguese Curator in preventing the residence in the Transvaal of Portuguese natives without Portuguese passes or with Portuguese passes which are time-expired, and also in discouraging and preventing the entry into the Transvaal of clandestine immigrants.

20. All moneys received for administration by Native Affairs officials of the Transvaal Government in connection with the estates of deceased Portuguese natives shall be paid over to the Curator whose acquittances shall be a sufficient discharge therefor. The Curator shall also be notified of the particulars of compensation payable in respect of accidents, in order that such compensation may be paid to the beneficiaries through his office.

PART IV. MISCELLANEOUS

40. If, on the establishment of a Union of South African Colonies, the Transvaal becomes a party to such Union, the Government of the Union shall take the place of the Transvaal Government for all purposes of this Convention, but in such event the provisions of this Convention shall only apply to the areas originally contemplated.

41. This Convention shall continue for ten years from the date hereof, and shall thereupon cease if either Government has given one year's notice to the other of its intention to terminate it. If no such notice has been given, the Convention shall continue from year to year until either Government shall have given one year's notice to the other of its intention to terminate it.

42. This Convention shall be executed both in the Portuguese language and in the English language.

Thus done at Pretoria under my Hand under the Public Seal of the Transvaal on behalf of the Government of the Transvaal, this first day of April, 1909.

CONVENTION SIGNED AT PARIS THE 3RD OF JULY, 1909, BETWEEN FRANCE AND THE UNITED KINGDOM ¹

1. British subjects who meet with accidents arising out of their employment as workmen in France, and persons entitled to claim through or having rights derivable from them, shall enjoy the benefits of the compensation and guarantees secured to French citizens by the

¹ Source — Bulletin of the International Labour Office, English Edition, 1909, v. 4, p. 163.

legislation in force in France in regard to the liability in respect of such accidents.

Reciprocally, French citizens who meet with accidents arising out of their employment as workmen in the United Kingdom of Great Britain and Ireland, and persons entitled to claim through or having rights derivable from them, shall enjoy the benefits of the compensation and guarantees secured to British subjects by the legislation in force in the United Kingdom of Great Britain and Ireland in regard to compensation for such accidents, supplemented as specified in Article 5.

2. Nevertheless, the present Convention shall not apply to the case of a person engaged in a business having its headquarters in one of the two Contracting States, but temporarily detached for employment in the other Contracting State, if at the time of the accident the said employment has lasted less than six months. In this case the persons interested shall only be entitled to the compensation and guarantees provided by the law of the former State.

The same rule shall apply in the case of persons engaged in transport services and employed at intervals, whether regular or not, in the country other than that in which the headquarters of the business are established.

3. The British and French authorities will reciprocally lend their good offices to facilitate the administration of their respective laws as aforesaid.

4. The present Convention shall be ratified and the ratifications shall be exchanged at Paris as soon as possible.

It shall be applicable in France and the United Kingdom of Great Britain and Ireland to all accidents happening after one month from the time of its publication in the two countries in the manner prescribed by their respective laws, and it shall remain binding until the expiration of one year from the date on which it shall have been denounced by one or the other of the two Contracting Parties.

5. Nevertheless, the ratification mentioned in the preceding article shall not take place till the legislation at present in force in the United Kingdom of Great Britain and Ireland in regard to workmen's compensation has been supplemented, so far as concerns accidents to French citizens arising out of their employment as workmen, by arrangements to the following effect:

(a) That the compensation payable shall in every case be fixed by an award of the County Court.

(b) That in any case of redemption of weekly payments the total sum payable shall, provided it exceeds a sum equivalent to the capital value of an annuity of £4 (100 fr.), be paid into Court, to be employed

in the purchase of an annuity for the benefit of the person entitled thereto.

(c) That in those cases in which a lump sum representing the compensation payable shall have been paid out by the employer into the County Court, if the injured workman returns to reside in France, or if the dependants resided in France at the time of his death and subsequently return to reside in France, the total sum due to the injured workman or to his dependants shall be paid over through the County Court to the "Caisse Nationale Française des Retraites pour la Vieillesse," who shall employ it in the purchase of an annuity according to its tariff at the time of the payment; and further, that in the case in which a lump sum shall not have been paid into Court, and the injured workman returns to reside in France, the compensation shall be remitted to him through the County Court at such intervals and in such way as may be agreed upon by the competent authorities of the two countries.

(d) That in respect of all the acts done by the County Court in pursuance of the legislation in regard to workmen's compensation, as well as in the execution of the present Convention, French citizens shall be exempt from all expenses and fees.

(f) That at the beginning of each year. His Majesty's principal Secretary of State for the Home Department will send to the *Département du Travail et de la Prévoyance sociale* a record of all judicial decisions given in the course of the preceding year under the legislation in regard to workmen's compensation in the case of French citizens injured by accident in the United Kingdom of Great Britain and Ireland.

AGREEMENT BETWEEN HUNGARY AND ITALY RESPECTING ACCIDENT INSURANCE (19TH SEPTEMBER, 1909) ³

1. Workmen and employees, being Hungarian subjects, who meet with accidents in occupations for which insurance is compulsory under the Italian Act, No. 51, dated 31st January, 1904 (codified text), and any later Acts amending the same, together with their dependants entitled to compensation, shall have a claim to the same treatment and compensation as Italian subjects under the said Italian Act (codified text) and any later Acts amending the same. On the other hand, workmen and employees, being Italian subjects, who meet with accidents in occupations for which insurance is compulsory under the Hun-

³ Source—Bulletin of the International Labour Office, English Edition, 1907, Volume 5, p. 1.

garian Act No. XIX., of 1907¹, and any later Acts amending the same, together with their dependants entitled to compensation shall have a claim to the same treatment and compensation as that granted to Hungarian subjects for industrial accidents by the Hungarian Act No. XIX., of 1907, and any later Acts amending the same.

The mutual right contemplated in the preceding paragraph shall extend also to workmen and employees employed in occupations for which insurance is compulsory, by firms being domiciled or having permanent representation within the territory of one of the two States, who meet with industrial accidents when working outside the territory of both, unless the industrial accidents legislation in force in the State where the accident occurs applies to such workmen or employees.

Similarly, dependants of any such persons having met with an industrial accident shall have a claim to compensation even if at the time of the accident they were not within the territory of one of the two States where the accident occurred.

In addition, compensation shall be paid to workmen or employees having met with industrial accidents who, after the said accident, return and live permanently in their own country.

The dependants of a workman or employee having met with an industrial accident shall receive compensation even if they have never resided within the territory of the State where the accident occurred, or if after residing there they betake themselves permanently to a foreign country.

2. The proper authorities of one of the two States having in hand the investigation of an industrial accident sustained by a workman or employee belonging to the other State, shall forward a copy of the report on the investigation within eight days of the issue of the same, to the proper consular authority of the place where the accident occurred.

3. At the request of the Italian consular authorities the proper Hungarian authorities shall lend their assistance in determining whether in the case of a person residing in Hungary the conditions attached to the receipt of an annuity are satisfied, or whether any changes have been introduced likely to affect the amount of the compensation payable. The same shall apply on the other hand to Italian authorities in the event of a similar request on the part of the Austro-Hungarian consular authorities.

4. Hungarian subjects awarded compensation in pursuance of Clause 1 of this agreement shall, if they are not resident in Italy, be

¹ Extract E. B. II., p. 269. Full text in German, G. B. VI., p. 222; in French, F. B. VI., p. 246.

bound to observe the regulations for such cases issued by the Italian institution concerned, and vice versa.

5. An Hungarian institution which, in pursuance of Hungarian law, is required to pay an annuity to an Italian subject resident in Italy may relieve itself of its obligations by paying to the proper Italian institution the capital corresponding to the annuity in question in accordance with the tariff of the latter in force at the time the payment is made. In such case the said Italian institution shall take over the payment of the annuity subject to such conditions and regulations as may be adopted in agreement with the Hungarian institution concerned.

On the other hand an Italian institution which, in pursuance of the Italian Act, is required to pay an annuity to a Hungarian subject resident in Hungary, may relieve itself of its obligations by paying to the Hungarian institution concerned the capital corresponding to the annuity in question in accordance with the tariff of the latter institution in force at the time when the payment is made. In such case the said Hungarian institution shall take over the payment of the annuity subject to such conditions and regulations as may be adopted in agreement with the Italian institution concerned.

The Hungarian institution concerned may, in addition, charge the proper Italian institution to pay out in its stead, to Italian subjects resident in Italy, annuities payable under the Hungarian Act and vice versa. Such payments shall be made subject to such conditions and regulations as may mutually be agreed upon by the two institutions.

Agreements may also be come to by the Hungarian and Italian institutions concerned in reference to financial transactions carried on by post in connection with the payment of compensation.

6. The Hungarian and Italian institutions concerned shall have power to vary the rules contained in Clause 4. They may also vary the tariffs contemplated in Clause 5 of this agreement, provided only that equality in the treatment of the subjects of the two States shall be maintained.

7. In the preceding articles the Hungarian institution concerned shall mean the "National Institution for the Maintenance of Invalid Workmen and for Insurance Against Accident." ("Országos Munkas-betegsegelyzo es Balesetbiztosito Penztar") of Budapest or of Zagabria, according as the injured person belongs to the one or the other, and the Italian institution concerned shall mean the "Italian National Workmen's Invalidity and Old Age Insurance Institution" ("Cassa Nazionale italiana di previdenza per la invalidita e per la vecchiaia degli operai").

8. Any exemptions from taxes and fees and any other fiscal exemptions allowed by the laws of either of the two States in the case of documents relating to the drawing of compensation shall apply equally in cases where such documents are used in the other State for the drawing of compensation in pursuance of the laws there in force.

9. Disputes which arise between the two States respecting the interpretation and application of this Agreement shall be referred to arbitration on the demand of one of the two States.

For every such dispute a Court of Arbitration shall be instituted as follows: Each of the two States shall name two suitable persons, being its own subjects, as arbitrators; these shall agree amongst themselves as to the choice of a President belonging to a third friendly State. The two States reserve to themselves the right of nominating in advance and for a definite term the person who shall act as President in the end of any dispute.

The Court of Arbitration shall sit on the first occasion within the territory of the State chosen by agreement for the purpose; on the second occasion within the territory of the other, and so on, alternately in one or the other State. The State where the Court is to sit shall determine where the sitting shall be held, and shall make arrangements for the rooms, employees and attendants necessary in connection with the work of the Court. The President shall preside in the Court. Resolutions shall be adopted by a majority. The two States shall agree in each separate case or once for all upon the procedure to be observed by the Court. In the absence of any such agreement, the Court shall adopt its own procedure. The proceeding may, if neither of the two States object, be carried on in writing. In this case the provisions of the preceding paragraph may be varied.

As regards the serving of the summonses to appear before the Court of Arbitration and letters of request, the authorities of either State shall, on the application in that behalf of the Court to the Government concerned, lend their assistance in the same manner as they are in the habit of doing on the application of the Civil Courts of the country.

10. This agreement shall come into force thirty days after the exchange of ratifications and shall remain in force for at least seven years. On the conclusion of this term the Agreement may be set aside after notice at any time; notwithstanding, it shall remain in force after such notice until 31st December in the year following that when the notice was given.

Even after the said notice has been given this Agreement shall continue to apply without limitation to the claims of injured persons and

their dependants to whom compensation is due from the institutions named in this Agreement in respect of industrial accidents occurring not later than 31st December in the year following that on which notice was given.

On the said date the power given to consular authorities and the rights and duties of the institutions in their mutual relations under this Agreement shall cease, except as regards the settlement of accounts outstanding between the institutions at the time and the payment of all those annuities for which they have been paid the capital value in advance.

11. The provisions of 1 to 8 of this Agreement shall apply retrospectively, back to 1st July, 1908.

12. This agreement shall be ratified and the ratifications shall be exchanged as soon as possible.

**NOTE, DATED 12TH MARCH, 1910, IN PURSUANCE OF
THE CONVENTION RESPECTING COMPENSATION
FOR INJURIES RESULTING FROM INDUSTRIAL
ACCIDENTS, CONCLUDED AT PARIS, ON
THE 21ST FEBRUARY, 1906, BETWEEN
FRANCE AND BELGIUM ¹**

In the application of Article 4 of the said convention, the two signatory States agree that in the case of an accident giving occasion for an inquiry, notice of the termination of the said inquiry shall be given immediately to the consular authority of the district where the victim was residing at the time of the accident in order that the authority in question may take note of the said inquiry in the interests of the interested parties.

This agreement shall not come into operation for three months after it is signed.

**AGREEMENT CONCLUDED ON 10TH JUNE, 1910, BE-
TWEEN FRANCE AND ITALY, RELATING TO THE
PROTECTION OF YOUNG PERSONS OF FRENCH
NATIONALITY EMPLOYED IN ITALY AND
OF YOUNG PERSONS OF ITALIAN NA-
TIONALITY EMPLOYED IN
FRANCE ²**

1. The provisions of this Agreement are concerned with the provisions of the French Act of 2nd November, 1892, on the one hand, and with the provisions of the Italian Act of 10th November, 1907

¹ Bulletin of the International Labour Office. English Edition. 1911, Vol. 6, p. 6.

² International Labor Office Bulletin. English Edition, Volume 5, p. 329.

(Codified Text), Text E. B., II, p. 578, on the other hand, and their object is to better secure the protection of young people of Italian nationality in France and of young people of French nationality in Italy.

Except in so far as concerns the alternative elementary school certificate contemplated in 4, and regardless of the special penalties hereinafter provided, all the provisions of the aforesaid French Act and, in particular, the provisions relating to age and penalties shall apply to young persons of Italian nationality employed in France. Reciprocally, the provisions of the aforesaid Italian Act shall apply to young persons of French nationality employed in Italy.

2. In order to obtain an employment book contemplated in the Acts of 2nd November, 1892, and 10th November, 1907, or in any subsequent enactments regulating the granting of employment books in either country, young persons of Italian nationality in France and young persons of French nationality in Italy must produce to the Communal Authority a certificate conformable to the prescribed model (Schedule A) issued by the Consul concerned. Notwithstanding, such certificate shall not be required in the case of young persons of Italian nationality whose birth is registered in the French civil registers, nor in the case of young persons of French nationality whose birth is registered in the Italian civil registers.

Both in France and Italy it shall be unlawful for a Mayor to issue an employment book, unless the Consul's certificate is produced to him, bearing a photograph of the owner of the certificate stamped on the certificate itself by the Consul, or signed by the owner of the certificate in the presence of the Consul. The Mayor shall attest the certificate, seal it with the Communal Seal, and attach it to the employment book as an integral part of the same.

Every Consul shall keep a register of the Consular certificates issued by him, showing the forenames, surname, sex, age and place of birth, of each young person concerned, and the date when and the grounds on which the certificate was issued. Every Consul shall, at the end of each year, send in to the French Ambassador at Rome or the Italian Ambassador at Paris, as the case may be, statistics of, and a report on, the certificates entered in the register. The Ambassadors shall forward the documents in question to the Authorities concerned in their respective countries.

Every Mayor shall keep a register of the employment books issued by him, showing the forenames, surname, sex and age, of each young person concerned, the date of the Consular certificate and the date when the employment book was issued.

3. In order to obtain a Consular certificate, a young person must

come before the Consul, accompanied by his father, mother or guardian, and must produce his employment book obtained in his country of origin.

He may also be accompanied by any other relative of full age or by the person who desires to employ him. Notwithstanding, in either case if he has not yet completed the fifteenth year of his age, he must produce a document, duly legalized, giving the consent of the person who possesses legal authority over him. The document in question shall be deposited at the Consulate.

In the event of the young person being unable to produce an employment book issued to him in his country of origin he may instead produce his birth certificate or a certificate of birth conformable to the prescribed model (Schedule B) and a certificate of identity attested by two of his compatriots known to the Consul. Nothing in this paragraph shall affect any written consent contemplated in the foregoing paragraph.

4. With regard to the employment in France of children between twelve and thirteen years of age, the certificate prescribed in the Italian Act of 15th July, 1877 (No. 3961), may be produced in lieu of the elementary school certificate prescribed in the French Act of 28th March, 1882. Similarly in the case of French children between twelve and thirteen years of age employed in Italy, the certificate prescribed in the French Act may be produced in lieu of the certificate prescribed in the Italian Act. Such certificates shall not be required in the case of young persons of Italian nationality in France or young persons of French nationality in Italy who have completed the thirteenth year of their age.

In order to make use in France of an Italian school certificate a young person must produce it to the Italian Consul, in addition to the documents specified above in 3, and a note to that effect shall be entered in the Consular certificate (Model A). Reciprocally, the same formalities shall be complied with in Italy when it is desired to make use of a French certificate.

5. The documents in pursuance of which the Consular certificate is granted, and which are returnable to the persons concerned, shall be stamped by the Consul with a special stamp (ink stamp), stating that they have been used to obtain a certificate authorizing their owner to commence work.

6. Consular certificates (Model A), certificates of birth (Model B) and documents giving the consent of the parents, shall be exempt from all duties and fees, conformably to the provisions of the law of both countries respecting employment books and the documents required in order to obtain the same.

The preparation of documents and all official transactions, correspondence or legalisation of documents, incumbent upon the Consular Authorities, in pursuance of this Agreement, shall be undertaken without any charge to the young persons of Italian or French nationality concerned.

7. The employer shall preserve the employment book during the whole continuance of the employment of the young person in question, and it shall be returnable on the termination of his employment.

The Labour Inspectors and the representatives of the Judicial Police shall, when visiting industrial establishments, examine all employment books and Consular certificates, and shall confiscate any which are found to have been issued in an irregular manner, or to be in the possession of any young persons other than the persons in respect of whom they were issued.

Notice of confiscation conformable to Model C shall be sent within three days to the Prefect, who, within the same term, shall forward the notice to the Consul in whose jurisdiction the commune in which the employment book was confiscated is situate. The Consul shall send a copy of this notice, together with a letter conformable to Model D, to all his Italian colleagues in France or his French colleagues in Italy, in order that they may be kept informed, in case of need, of the confiscation of employment books and certificates. Every Consul or Consular agent shall keep a register of confiscated employment books and certificates.

Persons found to have falsified, altered, transferred or unlawfully made use of an employment book shall be dealt with by the Judicial Authorities.

8. Employment in unhealthy and dangerous trades shall be regulated by the law in force in the country where the work is performed. In the case of glass and crystal works, dangerous and unhealthy operations which, at the date of the signing of this Agreement, may not lawfully be performed by young persons in Italy, shall not be lawfully performed by young persons in France, and reciprocally.

In view of the fact that the age of protected persons is not identical under the French Act of 2nd November, 1892, and the Italian Act of 10th November, 1907, the Decrees issued in both countries in pursuance of their respective Acts shall specify the age of persons whom it shall not be lawful to employ in the operations in question.

The two Governments shall use their best endeavours to introduce uniformity in the age of protected persons by means of internal regulation. With this object they shall, if necessary, promote an international Agreement within the meaning of article 3 of the Convention of 15th April, 1904.

9. The two Governments shall organize in the large industrial centres Protection Committees, whose services shall be gratuitous, and which shall, as far as possible, be composed of compatriots of the young persons in question. The Sub-Prefect, or a Prefectorial Councillor, the Mayor of the commune where the Committee acts, and the Labour Inspector of the commune on the one hand, and the Consul on the other, shall be ex-officio members of the Committee.

Within six months after the ratification of this Agreement at least one Committee shall be constituted in every French district (arrondissement) where more than fifty young persons of Italian nationality are employed.

These committees shall supervise:

(1) The strict enforcement of the Laws and Orders relating to the employment of young persons of Italian or French nationality. For this purpose they shall inform the Labour Inspectors of all contraventions of which they become aware, and, in particular, of cases where young persons are employed in work beyond their strength;

(2) the strict observance: in France, of the requirements respecting the granting of certificates of fitness contemplated in article 2, paragraphs 3, 4 and 5 of the Act of 2nd November, 1892; in Italy, of the requirements respecting medical certificates contemplated in article 2 of the Act of 10th November, 1907, and respecting the conditions for the recognition of fitness prescribed by Order in pursuance of the said Act;

(3) the application to children of Italian nationality and their relations of the provisions of the French Act of 28th March, 1882, respecting compulsory elementary education, and the application to children of French nationality and their relations of the provisions of the Italian Act of 15th July, 1877.

The Committees, with the assistance of the Authority concerned, and subject to the requirements of the law of the country in question, shall also see that young persons lodged elsewhere than with their families, are properly and humanely treated, and that all hygienic and moral requirements are observed in their case. In cases where the conditions of feeding, clothing or housing are found to be defective, and in case of rough or bad treatment, the Committees shall put the matter before the local Authorities, who shall act according to the circumstances of the case.

Finally, these committees may, when necessary, extend their protection to all Italian workmen in France and to all French workmen in Italy, irrespective of age.

10. The Authorities concerned in both countries shall issue simultaneously the Orders and Regulations which they may consider necessary for the execution of this Agreement.

11. It is understood that Consular agents may undertake all the operations entrusted to Consuls in pursuance of this Agreement.

12. This Agreement shall in both countries be submitted to Parliament for approval. It shall be ratified and come into operation one month after the exchange of ratifications, which shall take place at Paris. It shall remain in force for five years, and if it is not denounced six months before the conclusion of this period, it shall be renewed for another period of five years, and so on thereafter.

ARRANGEMENTS MADE BETWEEN THE BRITISH SECRETARY OF STATE FOR THE HOME DEPARTMENT AND THE FRENCH MINISTRY OF LABOR RESPECTING THE APPLICATION OF ARTICLE 5 OF THE ANGLO-FRENCH CONVENTION AGREED AT PARIS ON THE 3RD JULY, 1906. (NOVEMBER, 1910) ¹

In pursuance of Article 6 of the Order in Council of 22nd November, 1909, made under the Workmen's Compensation (Anglo-French Convention), Act 1909, to give effect to the Convention between the United Kingdom and France in regard to compensation to workmen for accidents arising out of their employment, the following arrangements have been made between the Secretary of State for the Home Department and the French Ministry of Labour:

(1) The payment of compensation (in accordance with the provisions of paragraph C of Article 5 of the Convention) in the case of a workman in receipt of weekly payments who returns to reside in France shall be made every three months.

(2) An injured workman returning to reside in France must give previous notice to the Registrar of the County Court which awarded the Compensation (in Scotland to the Sheriff Clerk and in Ireland to the Clerk of the Crown and Peace), in order that the Court may:

(a) furnish him with a medical certificate specifying the nature of the incapacity of the workman resulting from the injury, and,

(b) determine, after hearing the parties, the intervals at which the workman shall be bound to produce, in support of the demand for payment of compensation due, a medical certificate that the incapacity resulting from injury continues. These certificates shall be required at such intervals, not being less than three months, nor more

¹ Bulletin of the International Labour Office. English edition, 1911, Vol. 6, pp. 5 and 6.

than twelve, as the County Court (in Scotland the Sheriff Court) may determine, having regard to the nature of the incapacity.

(3) For the purpose of obtaining compensation, an injured workman who has returned to reside in France shall obtain, every three months, from the Mayor of the Commune in which he lives, a certificate¹ from a doctor employed in an official capacity in the Department, to the effect that the incapacity specified in the medical certificate furnished to the workman by the County Court (or Sheriff Court) continues.

In the event of the death of the workman the persons entitled to receive payment of the compensation due at the time of death shall furnish with their demand for payment a certificate of the workman's death and documents showing that they are entitled to receive payment.

(4) The documents specified in the preceding clause shall be forwarded with the demand for payment to the French Consular Authority for the District in which the County Court (or Sheriff Court) which made the award is situated. The French Consular Authority shall take steps to forward the documents to the Registrar of the County Court (in Scotland to the Sheriff Clerk and in Ireland to the Clerk of the Crown and Peace), and to obtain payment of the amounts due. The Consular Authority shall be paid the amounts without charge, and shall forward them to the persons entitled thereto.

TREATY AND PROTOCOL BETWEEN THE UNITED STATES AND JAPAN. COMMERCE AND NAVIGATION. SIGNED AT WASHINGTON, 21ST FEBRUARY, 1911; RATIFICATION ADVISED BY THE SENATE, WITH AMENDMENT 24TH FEBRUARY, 1911; RATIFIED BY THE PRESIDENT, 2ND MARCH, 1911; RATIFIED BY JAPAN 31ST MARCH, 1911; RATIFICATIONS EXCHANGED AT TOKYO 4TH APRIL, 1911. PROCLAIMED 5TH APRIL, 1911. TREATY SERIES, NO. 558.

(Washington, Government Printing Office, 1911)²

EXTRACT

In proceeding this day to the signature of the Treaty of Commerce and Navigation between Japan and the United States, the undersigned, Japanese Ambassador in Washington, duly authorized by his Government, has the honour to declare that the Imperial Japanese

¹ It has been arranged that the certificate shall be authenticated by a visa of the prefectural administration attesting the official status of the Mayor and the doctor respectively.

² Bulletin of the International Labour Office. English Edition, 1911, Vol. 6, p. 7.

Government are fully prepared to maintain with equal effectiveness the limitation and control which they have for the past three years exercised in regulation of the emigration of labourers to the United States.

FRANCO-DANISH TREATY OF ARBITRATION

(Dated 9th August, 1911)¹

Differences of a judicial character, and especially those relating to the interpretation of the Treaties existing between the two contracting parties, which might hereafter arise between them, and which it had been found impossible to arrange by diplomatic methods, shall be submitted to arbitration under the terms of the Convention for the pacific settlement of international disputes, signed at The Hague on the 18th of October, 1907, subject in all cases to the condition that they do not affect the vital interests, the independence, or the honour of either of the two Contracting States, and that they do not touch the interests of the other Powers.

II. Differences relating to the following questions shall be submitted to arbitration without the power to appeal to the reservations mentioned in Article I.

- (1) Pecuniary claims under the head of damages, where the question of indemnity is recognized by both parties.
- (2) Debts arising from contracts claimed from the Government of either of the parties by the Government of the other party as being due to the subjects of the respective State.
- (3) Interpretation and application of the stipulations of the Convention relating to trade and navigation.
- (4) Interpretation and application of the stipulations of the Convention relating to the matters hereunder indicated.

Industrial property, literary and artistic property, international private right as regulated by the Hague Conventions, international protection of workers, posts and telegraphs, weights and measures, sanitary questions, submarine cables, fisheries, measurement of ships, white slave trade.

In differences relating to the matters contemplated under No. 4 of the present Article, and with regard to which, according to the territorial law, the judicial authority would be competent, the contracting parties shall be under the obligation of not submitting the question in dispute to arbitration until after the national jurisdiction shall have been definitely pronounced.

Arbitration judgments given in the cases contemplated in the pre-

¹ Bulletin of International Labour Office. English Edition, 1911, Vol. 6, pp. 229, 230.

ceding paragraph shall have no effect on previous judicial decisions.

The contracting parties engage to take, or, if occasion requires, to propose to the legislative power the necessary measures in order that the interpretation given in the arbitration judgment in the cases above contemplated may be adopted thereafter by their tribunals.

III. In each particular case the High Contracting Parties shall sign a special engagement stating clearly the subject of the dispute, the scope of the power of the arbitrators, the procedure, and the delays to be observed as regards the operations of the Arbitration Tribunal.

The contracting parties shall agree to invest the Arbitration Tribunal contemplated in the present Convention with the power of deciding in the event of disagreement between them, as to whether a dispute which has arisen between them shall come under the heading of disputes to be submitted to compulsory arbitration, in conformity with Articles I and II of the present Convention.

IV. If, within the year following the notifications by that party most desirous for a compromise, the High Contracting Parties should not succeed in coming to an understanding on the measures to be taken, the Permanent Court shall be competent to establish the compromise. It may take cognizance of the matter by the request of a single one of the parties.

The compromise shall be decided in conformity with the provisions of Articles 54 and 55 of the Hague Convention for the pacific regulation of international disputes, dated 18th October, 1907.

V. The present Convention shall continue for a term of five years, with power of tacit continuance for successive terms of five years, from the time of exchanging the ratifications.

VI. The present Convention shall be ratified as soon as possible, and the ratification shall be exchanged at Copenhagen.

CONVENTION BETWEEN THE GERMAN EMPIRE AND BELGIUM IN REGARD TO INSURANCE AGAINST INDUSTRIAL ACCIDENTS

(Dated 6th July, 1912)¹

I. Regulations in Regard to Undertakings Whose Sphere of Operations Extend over the Territory of Both Countries.

1. In regard to undertakings which have their headquarters within the territory of one of the contracting parties and whose sphere of operations extends over the territory of the other party, whenever these are subjected on both sides to the regulations of compulsory compensation for injuries resulting from industrial accidents (insur-

¹ Bulletin of International Labour Office, English Edition, Vol. 8, No. 2, 1913, pp. 47-49.

ance against industrial accidents), saving those exceptions mentioned in Articles 2 and 4, the legislation of the country in which they are carried out shall be exclusively applied, as far as the said operations are concerned.

This rule shall apply, regardless of the place at which the staff was engaged, provided that the matter deals with work to be carried out in Germany or in Belgium.

2. As regards any undertakings which are financed, either by the German Empire, a Federated German State, a German Commune, or an Association of German Communes, or by the Belgian State, a Belgian Province, a Belgian Commune, or an Association of Belgian Communes or Provinces, the legislation of the country in which the undertaking has its headquarters shall be exclusively applicable, even to operations undertaken on the territory of the other country by a public representative in the employ of the said undertaking.

3. In transport undertakings, as far as the moving (travelling) portions of the undertaking are concerned, which extends from one territory to another, whatever may be the relative importance of the operations carried out on either side, that legislation shall be exclusively applied which is in force in the country in which the undertaking has its headquarters. The staff of the travelling part shall remain subject to this legislation, even should they be engaged on work connected with other departments of the undertaking and which are carried out on the territory of the other country.

4. Without prejudice to the regulations of Articles 2 and 3, in undertakings of all kinds, the legislation of that country in which the undertaking has its headquarters shall continue to apply exclusively for the first six months during which the undertaking carries out operations on the territory of the other country, as far as concerns those persons who, until they were occupied in this latter country, were attached to a portion of the undertaking subjected to the said legislation.

5. For the purposes of calculating the time limit during which the undertaking carries out operations outside the country in which its headquarters are found (Article 4) several operations undertaken concurrently must be considered as forming only one and the same work, which extends from the commencement of the first of these portions until the completion of the last.

The same rule shall apply should it be a question of works undertaken successively, one after the other, and which are not separated by an interval of more than 30 days. Should the interval be over 30 days, a fresh time limit of six months shall commence from the resumption of operations.

The time previous to the coming into force of the present Convention shall be included in the time limit.

6. If, in pursuance of Articles 1 and 4, an undertaking whose headquarters are in one of the countries should be subjected to the legislation of the other country, as far as the business carried out on the territory of the latter is concerned, the work included in this business shall be considered as an undertaking in the sense of the said legislation.

7. Whenever, in one of the countries, grants have been allowed by way of legal indemnity, relative to accident, the consequences of which, in virtue of the present Convention, must be compensated for according to the legislation of the other country, the party liable shall be bound to reimburse the said grants, setting it off against the indemnity which is due from him.

8. Whenever an accident which has taken place on the territory of one of the countries comes under the application of the legislation relative to compensation for injuries resulting from industrial accidents, of the other country, that legislation shall apply likewise as far as actions for civil liability are concerned, to which the accident may give rise, according to the legislation of the first country.

This rule shall apply even when an undertaking is only subjected in one of the two countries to the laws of compulsory compensation for injuries resulting from industrial accidents.

II. Regulations in Regard to Reciprocal Relations in the Matter of Compensation for Injuries Resulting from Industrial Accidents in General.

9. In order to facilitate on either side the carrying out of the legislation relative to industrial accidents, the competent administrative and judicial authorities shall give each other mutual assistance and shall lend each other judicial assistance according to the regulations in force in civil and commercial matters. In urgent cases the authorities shall even give, officially, the necessary means of information as if it were a question of carrying out their national law.

10. The provisions in force in one of the countries according to which exemptions from stamp and other fiscal duties or advantages of another class may be accorded in regard to industrial accidents, shall apply whenever it is a case of carrying out in the said country the legislation of the other country.

11. Whenever the party to whom the indemnity is due does not reside in the country of the party who is liable to pay the indemnity,

but comes from the other country, the party liable may legally make payments to the Consular Authority, of the country of the creditor, in the district in which the said debtor lives or where the headquarters of his business are situated.

The Consular Authority must act as intermediary for the communication of the necessary certificates (life certificate, widowhood certificate, etc.).

12. As far as the questions mentioned in Article II are concerned the territorial spheres and districts of the Consular Authorities shall be fixed by an arrangement to be concluded between the two Governments.

13. In the application of legislation in regard to industrial accidents of one of the countries, whenever it may be necessary to express the value of remuneration for work in coinage of the other country, the conversion shall take place on a basis of a mean value determined by each of the two Governments for the application of its legislation, which information it shall cause to be transmitted to the other Government.

14. The system of insurance adopted for the German officials, instead of insurance against accidents, shall be assimilated to the said insurance as far as the present Convention is concerned.

III. Temporary Regulations and Final Regulations.

15. The obligations resulting from accidents which took place previous to the coming into force of the present Convention shall remain, even in the future, at the charge of the person previously liable.

16. The regulations relative to the carrying out of the present Convention shall be decreed by each of the contracting parties, in their respective autonomy, as far as it may be necessary in regard to their jurisdiction, namely, in Germany, by the Chancellor of the Empire or by the authority which he shall appoint, in Belgium, by the competent authority according to the circumstances. The two Governments shall communicate to each other the regulations thus made.

17. The present Convention shall be ratified by H. M. the German Emperor and by H. M. the King of the Belgians, and the ratifications shall be interchanged as soon as possible.

The Convention shall come into force on 1st February, 1913. It may be denounced at any time by the two parties, and it shall cease at the expiration of the year following the denunciation.

In the event of the denouncing of the present Convention the obligations resulting from accidents which have taken place whilst the

Convention was still in force shall continue to be carried out by the parties previously liable.

**CONVENTION BETWEEN THE GERMAN EMPIRE AND
THE KINGDOM OF ITALY WITH RESPECT TO WORK-
MEN'S INSURANCE. (NO. 4195)**

31st July, 1912¹

Part I. Accident Insurance

1. The two contracting parties place the subjects of their respective countries and their survivors on an equal footing with the subjects of the other country and their survivors with respect to benefits derived from the German Industrial Accident Insurance and the German Seamen's Accident Insurance on the one hand and from the Italian Insurance on the other hand.

This condition shall hold good for the Italian Accident Insurance of agricultural labourers, only if the latter are subject to the accident insurance according to the Italian Act dated 31st January, 1914, now in force.

2. The principle of equality of rights (par. 1) shall not exclude a payment being made, in the place of an annuity, of three times the amount of the annuity, with the consent of the person entitled thereto, or of a capital sum corresponding to the value of the annuity, without the consent of the person entitled thereto.

In the German Accident Insurance the general regulations issued by the Federal Council shall apply for the calculation of the corresponding capital value.

In the Italian Accident Insurance the general regulations which hold good for the conversion of the capital amount of compensation into an annuity, shall apply.

Part II. Invalidity, Old Age, and Survivor's Insurance

3. The same contributions to the German Invalidity and Survivors' Insurance shall be paid for Italian subjects as for German subjects, even if the former are enrolled as members of the National Workmen's Provident Fund for Invalidity and Old Age (Cassa Nazionale di Previdenza per la invalidita e per la vecchiaia degli operai), or of the Mercantile Marine Invalidity Fund (Cassa Invalidi della Marina Mercantile).

If an Italian subject is enrolled as a member of one of the said funds, the insurer of the German Invalidity and Survivors' Insurance shall upon request of the former, pay over to the National Provident Fund

¹ Source.—Bulletin of the International Labour Office. English Edition, Vol. 8, 1913, pp. 99-103.

half the amounts, which are used for him after the application has been made, as contributions of the Italian subject to the fund in which he is enrolled. All particulars, especially with respect to the issue of corresponding receipt cards, shall be determined by the Imperial Chancellor; the latter shall previously secure the consent of the Italian Government, in so far as the National Provident Fund is concerned.

In the case of paragraphs 2 an insured Italian subject and his survivors shall not be entitled to claim the benefits of the German Invalidity and Survivors' Insurance unless such benefits must be granted for an insurance case arising previously to the making of the application. Contributions, of which half are to be paid over to the National Provident Fund in accordance with paragraph 2, shall not be taken into consideration with respect to the claims of such benefits.

4. Article 3, paragraph 2, and Article 3, shall hold good also for Italian subjects who make use of the voluntary additional insurance according to the German law. The German insurers shall pay over the full amount of the additional stamps.

5. With respect to maintaining the right to claim the benefits of the German Invalidity and Survivors' Insurance, the fulfillment of the obligation of active military service in Italy is placed on a par with the fulfillment of the obligation of German subjects to serve under the colours.

6. German subjects residing in Italy shall be entitled to be enrolled as members of the Italian National Provident Fund, under the same conditions and with the same effects as Italian subjects, in so far as Articles 7, 8, 10 and 11 do not contain any contrary stipulations.

7. German subjects shall be insured with the National Provident Fund under the condition of repayment of the contributions (tariff of reserved capital). Upon application of the insured person, the contributions, including the amounts paid by others on behalf of the person enrolled, shall be refunded should the insured person die or leave Italian territory before the contingency of insurance arises; in the latter case, they shall be paid to the insured person.

If employers in Italy pay contributions to the National Provident Fund for their national workers or for certain classes of the same, they shall be bound to pay such contributions to the said fund also in corresponding manner for their German workers.

8. The transfer from the Workmen's Insurance to the National Insurance, which takes place according to Italian legislation when the conditions for inscription in the register of Workmen's Insurance with the National Provident Fund do not apply, shall entail for a

German insured person the loss of the right to claim repayment of contributions only if he expressly agrees with the transfer.

9. German subjects belonging to the crew of an Italian sea-going ship shall be placed on the same footing as Italian subjects with respect to insurance with the Mercantile Invalidity Fund, in so far as nothing to the contrary is hereinafter stipulated. For such German subjects the inscription in the Italian register for seamen shall not be a condition of the insurance.

If a German subject insured in this manner leaves Italian territory previous to the contingency of the insurance arising, without belonging to the crew of an Italian sea-going vessel, the contributions paid for him shall be refunded upon his request.

10. As long as a German subject who is entitled to an annuity from one of the said Italian funds, voluntarily has his ordinary abode outside of the territory of the Italian state, his annuity shall remain suspended; in such a case his claim shall be compounded by the payment of triple the amount of his annuity.

So long as a German subject has been exiled from Italian territory, in consequence of a criminal conviction, his annuity shall remain in suspense.

If a German subject has left Italian territory in virtue of an order of an Italian authority, his annuity shall not remain in suspense, except in the case referred to in paragraph 2. The Italian fund, however, may compound his claim with his consent, by the payment of triple the amount of his annuity.

11. Disputes with respect to the compounding of claims shall be decided by such proceedings as are prescribed for annuity claims in the Italian Invalidity and Old Age Insurance Act.

12. Should the Italian Invalidity Old Age and Survivors' Insurance be extended to a larger circle of persons, the above conditions shall be correspondingly applied.

Part III. General Provisions

13. With respect to the administration of the Accident Insurance as well as the Invalidity, Old Age and Survivors' Insurance of one country in the other country, mutual support and legal assistance shall be given by the competent authorities. Legal assistance shall be given, in so far as no contrary provisions are contained in the following articles, in accordance with the provisions in force for civil and commercial matters.

14. The Italian Government shall communicate to the German Government a list of medical men, clinical establishments and hospitals, which, in the administration of the German Workmen's In-

surance in Italy, are especially suitable for medical treatment and advice. It shall also take care that the expenses for treatment, examination and advice by the medical men named in the list and for maintenance in the institutions therein mentioned are kept within reasonable limits.

15. The regulations of one country, according to which there exist exemptions from stamp duty and fees or other privileges with respect to the Accident Insurance and the Invalidity, Old Age and Survivors' Insurance shall be correspondingly applied, in so far as it may be necessary to administer in such country the respective workmen's insurance of the other country.

16. In the case of an accident happening to an Italian subject, the German Department concerned shall immediately give notice to the Italian Consular Authority, which is competent for the district in question, of the termination of the inquiry into the accident.

The Italian Consular Authority may claim to follow the proceedings in connection with the inquiry and any subsequent proceedings to the same extent as the parties directly concerned.

The provision of paragraph 2 shall be applied in corresponding manner to the German Invalidity and Survivors' Insurance.

17. Should it be necessary to obtain evidence in Italy for establishing the claim of an Italian subject arising out of the German Accident Insurance, or of the German Invalidity and Survivors' Insurance, the German insurers and the German Insurance Authorities may avail themselves of the intermediary of the competent Italian Consular Authority for their district. The inquiries made in this manner shall be free of cost, with the exception of the medical evidence.

18. If, for the purposes of the administration of the German Accident Insurance and the German Invalidity and Survivors' Insurance, it should be necessary to serve documents, fixing certain periods, upon Italian subjects who are not residing within the territory of the German Empire and whose abode is not known, the Department having to effect the service shall claim the intermediary of the Italian Consular Authority in the district of which the Department is situate.

The Consular Authority shall send to the Department having to effect the service, within one week after the receipt of the document, the certificate of the Post Office as to the delivery of the document. Should the Department demand it, the Consular Authority shall cause inquiries to be made as to the whereabouts and delivery of the document and communicate to the Department in question the information which it may receive in the matter from the Post Office. If the document is returned by the Post Office to the Consular Au-

thority as undelivered, the Consular Authority shall transmit it immediately, with the annotations of the Post Office, to the Department having to effect the service.

If the Consular Authority is not in a position to effect delivery of the document, the same shall be returned without delay at least before the expiration of one week from receipt, to the Department having to effect the service.

If the intermediary of the Consular Authority for effecting the service has been made use of without result, the Department having to effect the service shall be at liberty to effect such service by other means.

The intermediary of the Italian Consular Authority may also be claimed for the service of documents which do not fix time limits.

19. The Italian Government shall introduce a procedure corresponding to that referred to in sections 16-18 when administering the Italian Workmen's Insurance in connection with German subjects, as soon as the German Government places at its disposal the intermediary of its consuls.

20. The contracting parties reserve to themselves the right to come to an arrangement by law of exchange of notes, as well as to the manner in which payments arising out of the Workmen's Insurance of the one country, shall be effected.

21. In matters which are regulated by this Part, the local competence and the districts of the Consular Authority shall be determined according to an arrangement to be come to between the two Governments.

Part IV. Final Provisions

22. The two contracting parties reserve to themselves the right, by an additional convention to arrange that the subjects of the two countries shall be placed on the same footing, with respect to agricultural accident insurance on a large scale, as soon as a system of accident insurance is introduced in Italy, which may be equivalent to the German Agricultural Accident Insurance.

23. In the same way the two contracting parties reserve to themselves the right, by an additional convention, to arrange that the subjects of the two countries shall be placed on the same footing, with respect to Invalidity, Old Age, and Survivors' Insurance, as soon as a system of Invalidity, Old Age and Survivors' Insurance is introduced in Italy which can be considered as equivalent to the German Invalidity and Survivors' Insurance.

24. This convention must be ratified by His Majesty the German Emperor and His Majesty the King of Italy, and the deeds of ratification shall be exchanged as soon as possible.

25. The convention shall come into force on 1st April, 1913.

Notice of discontinuance of the convention may be given at any time by either party, and it shall cease to be in force on the expiration of the year following that in which notice was given.

**AGREEMENT BETWEEN THE GERMAN EMPIRE AND
SPAIN CONCERNING THE RECIPROCAL COMMUNI-
CATION OF ACCIDENTS TO SPANISH SAILORS
ON GERMAN SHIPS AND OF GERMAN SAIL-
ORS ON SPANISH SHIPS ¹**

February 12, 1913

1. Should a Spanish sailor on a German ship, meet with an accident during the execution of his work, and the ship be in a German port, or, after the accident, anchored in a German port, the German authorities, to whom the skipper has given notice in pursuance of the Regulations, shall notify the competent Spanish Consul; if the ship is in a non-German port, the German Consul to whom the skipper has given notice in pursuance of the Regulations, must communicate with the competent Spanish Consul. If the port is Spanish and at the same time the chief town or a province, the Civil Government or else the Alcalde shall be notified. Should the accident take place on the high seas, the German Consul is bound, if possible, to notify the accident to the proper authorities within 24 hours from the moment the ship enters a Spanish port.

2. Should a German sailor, employed on a Spanish ship meet with an accident during the execution of his duties, and the ship be in a Spanish port, or, after the accident, anchored in a Spanish port, the Spanish authorities to whom the skipper has given notice in pursuance of the Regulations, shall notify the competent German Consul; should the port not be Spanish, the Spanish Consul to whom the skipper has given notice in pursuance of the Regulations notify the competent German Consul, and, should the port be German, the Harbour Police. Should the accident take place on the high seas, the Spanish Consul shall be bound, if possible, to notify the accident to the proper authorities within 24 hours from the moment the ship enters a Spanish port.

¹ Source.—Bulletin of the International Labour Bureau. English Edition, Vol. 8, 1913, page 247.

**TREATY BETWEEN HIS MAJESTY THE KING OF ITALY
AND THE UNITED STATES OF AMERICA, AMENDING
THE TREATY OF COMMERCE AND NAVIGATION
CONCLUDED 26TH FEBRUARY, 1871, BETWEEN
THE SAME HIGH CONTRACTING PARTIES
25TH FEBRUARY, 1913¹**

I. It is agreed between the High Contracting Parties that the first paragraph of Article III of the Treaty of Commerce and Navigation, 26th February, 1871, between Italy and the United States, shall be replaced by the following provision:

The citizens of each of the High Contracting Parties shall receive in the States and Territories of the other the most constant security and protection of their persons and property and for their rights, including the form of protection granted by any State or national law which establishes a civil responsibility for injuries or for death caused by negligence or fault, and gives to relatives or heirs of the injured party a right of action, which right shall not be restricted on account of the nationality of said relatives or heirs; and shall enjoy in this respect the same rights and privileges as are or shall be granted to nations, provided that they submit themselves to the condition imposed in the latter.

II. The present Treaty shall be ratified by his Majesty the King of Italy, in accordance with the constitutional forms of that kingdom, and by the President of the United States, by and with the advice and consent of the Senate thereof, and shall be effected at Washington as soon as practicable.

**AGREEMENT BETWEEN FRANCE AND SWITZERLAND
RELATIVE TO PENSIONS TO BE GRANTED TO MEM-
BERS OF THE STAFF OF THE SWISS FEDERAL
RAILROADS EMPLOYED ON FRENCH TERRI-
TORY. (DATED 13TH OCTOBER, 1913)²**

The Swiss Federal Council and the Government of the French Republic, in an endeavor to prevent the French or foreign members of the staff employed on French soil by the General Administration of the Swiss Federal Railroads from coming under the regulations concerning old age pensions of both countries, by the application of the Swiss and the French Acts, have agreed on the following provisions:

1. The members of the staff permanently employed within French

¹ Source—Bulletin of the International Labour Office. English Edition, Vol. 8, 1913, p. 363.

² Source—Bulletin of the International Labour Office. English Edition, 1914, v. 9, p. 61.

territory by the General Administration of the Swiss Federal Railroads who benefit in Switzerland by old age insurance corresponding to the provisions of the French Act dated 21st July, 1909, shall be exempt from the applications of the French Act relative to old age insurance for workers.

2. The members of the staff employed by the General Administration of the Swiss Federal Railroads who do not belong to any Old Age Pension Fund, more especially those who are only temporarily employed by the said General Administration, shall remain subject to the provisions of Article 1 of the above-mentioned French Act concerning old age insurance for workers.

3. The present Agreement shall be ratified, and the ratification documents exchanged at the earliest possible moment. The Agreement shall come into operation on the date on which the ratification documents are exchanged and shall remain in force until one year after the date on which notice of termination of the Agreement shall be given.

**TREATY BETWEEN THE GERMAN EMPIRE AND THE
NETHERLANDS, SUPPLEMENTARY TO THE TREATY
SIGNED ON 27TH AUGUST, 1907, RESPECTING ACCI-
DENT INSURANCE (NO. 4757). (DATED 30TH
MAY, 1914) ¹**

1. The following new Section shall be inserted between Articles 3 and 4 in the Treaty of 27th of August, 1907, respecting accident insurance, concluded between the German Empire and the Netherlands.

3a. Where, in pursuance of Articles 1 to 3, the undertakings there designated are subject to the accident insurance of one of the parties to the Treaty, the persons employed in the undertaking shall be subject to the insurance even if they do not reside in the territory of the said party.

II. The rule contained in the new Article 3a, contemplated in Article I, shall apply to accidents which happened before the coming into force of the present Treaty, provided that no decision having the force of law has been issued in respect of such accidents either before or on the day when the Treaty comes into force.

III. This Treaty shall be ratified by His Majesty the German Emperor and Her Majesty the Queen of the Netherlands, and the ratifications shall be exchanged as soon as possible.

The Treaty shall come into force on the fourteenth day after the exchange of ratifications.

¹ Source—Bulletin of the International Labour Office. English Edition, 1905, v. 10, p. 197.

**FINAL PROTOCOL OF THE INTERNATIONAL CONFERENCE
ON LABOR IN FACTORIES AND MINES
BERLIN, 1890¹**

The undersigned Delegates of the Governments of His Majesty the German Emperor, King of Prussia, of His Majesty the Emperor of Austria, King of Hungary, of His Majesty the King of the Belgians, of His Majesty the King of Denmark, of Her Majesty the Queen-Regent of Spain, of the French Republic, of Her Majesty the Queen of Great Britain, of His Majesty the King of Italy, of His Majesty the King of the Netherlands, as such, and as Grand Duke of Luxembourg, of His Majesty the King of Portugal, of His Majesty the King of Sweden and Norway, and of the Federal Council of Switzerland, having met in conference at Berlin to discuss questions relating to the protection of the working classes contained in the program enclosed in the invitation from the Imperial German Government, have, as the result of their deliberations, agreed to express the following desires, the greater number of which were adopted unanimously and the others by a majority:

I. Regulations Concerning Work in Mines

It is desirable:

1. (a) That the inferior limits of age at which children may be admitted to underground work in mines should be gradually raised, as experience may prove the possibility of such a course, to 14 years complete.

In southern countries, however, this limit may be 12 years.

(b) That women be not allowed to work underground.

2. That in cases where the science of mining is not able to remove all the dangers to health resulting from conditions either natural or accidental, in the working of certain mines or certain work connected with mines, the duration of the time of labor should be limited.

Each country is left the task of insuring this result by legislative or administrative means, or by agreement between employers and men, or otherwise, according to the principles and practice of each nation.

3. (a) That the safety of the workman and the healthiness of the work should be insured by all the means at the disposal of science, and placed under the supervision of the state.

¹ Source.—Further correspondence respecting the International Labor Conference at Berlin. Presented to both houses of Parliament by Command of Her Majesty, June, 1890.

(b) That the engineers charged with the directions of the works should all be men of experience and technical qualifications duly attested.

(c) That the relations between miners and engineers of the works should be as direct as possible, so as to possess a character of mutual confidence and respect.

(d) That the institutions of providence and assistance organized in conformity with the customs of each country, and intended to guarantee the working miner and his family against the effects of disease, accidents, premature ill-health, old age and death—institutions which are calculated to improve the miner's lot and attach him to his trade—should be further developed.

(e) That for the purpose of insuring continuity in the supply of coal, steps should be taken for the prevention of strikes. Experience tends to show that the best preventive consists in a voluntary agreement between masters and men, that, in all cases where their differences cannot be arranged by a direct understanding, they shall have recourse to a solution by arbitration.

II. Regulations Concerning Sunday Labor

1. It is desirable, saving the exceptions and delays required in each country:

(a) That one day of rest in each week should be guaranteed to all protected persons;

(b) That one day of rest should be guaranteed to all factory work people;

(c) That this day of rest should be Sunday for all protected persons;

(d) That this day of rest should be Sunday for all factory work people.

2. Exceptions are admissible:

(a) In respect to work which, by its nature cannot be carried on except at stated seasons or times dependent on the irregular action of natural forces;

(b) In respect of work which necessitates continuous production for technical reasons or which supplies the public with articles of prime necessity, that must be made every day;

It is desirable that, even in establishments of this kind, every workman should have one Sunday in two free.

3. With the object of fixing the exceptions from similar points of view, it is desirable that the Regulations concerning them should be laid down after an understanding has been come to on the subject between the various Governments.

III. Regulation of Child Labor

It is desirable:

1. That children of either sex not having reached a certain age be excluded from work in factories;
2. That this limit of age be fixed at 12 years, except for southern countries where the limit may be 10 years;
3. That these limits of age be the same for every factory and that no difference on this point be admitted;
4. That the children must first have satisfied the provisions concerning primary education;
5. That children below 14 years complete should work neither at night nor on Sundays;
6. That their actual work do not exceed six hours a day and be broken by a rest of at least half an hour;
7. That children be excluded from unhealthy or dangerous occupations, or be admitted to them only under certain protective conditions.

IV. Regulations Concerning the Labor of the Young

It is desirable:

1. That young workers of either sex from 14 to 16 should work neither at night nor on Sundays;
2. That their actual work should not exceed 10 hours a day, and be broken by rests of a total duration of at least an hour and a half;
3. That exceptions be admitted for certain industries;
4. That restrictions be provided for peculiarly unhealthy or dangerous occupations;
5. That protection be given to young men from 16 to 18 years, as far as concerns:
 - (a) A maximum day's labor.
 - (b) Night work.
 - (c) Sunday work.
 - (d) Their employment in peculiarly dangerous or unhealthy occupations.

V. Regulations Concerning Female Labor

It is desirable:

1. (a) That girls and women from 16 to 21 years should not work at night;
(b) That girls and women over 21 should not work at night.
2. That their actual work should not exceed eleven hours a day, and that it should be broken by rests of a total duration of one and a half hours at least.

3. That exceptions be allowed for certain industries.
4. That restrictions be provided for particularly unhealthy or dangerous occupations.
5. That women after child-birth should not be admitted to work for four weeks after delivery.

VI. Execution of the Provisions Adopted by the Conference

1. In case the Governments should give effect to the labors of the Conference, the following provisions are recommended:

(a) The carrying out of the measures taken in each State shall be superintended by a sufficient number of specially qualified functionaries nominated by the Government of the country, and independent alike of employers and employed.

(b) The annual Reports of these functionaries, published by the Governments of the various countries shall be communicated by each of them to the other Governments.

(c) Each of the States shall proceed periodically, and as far as possible, in a similar form, to publish statistics on the questions included in the deliberations of the Conference.

2. It is desirable that the deliberations of the States taking part in the Conference should be renewed, in order that the States in question may communicate to one another the observations suggested by the effect given to the deliberations of the present Conference, and in order to consider whether they require modification or completion.

The Undersigned will submit the above-expressed recommendations to their respective Governments under the reservations and with the observations made during the meetings of the 27th and 28th of March, recorded in the Minutes of those meetings.

Done at Berlin, the 29th of March, in the year 1890, in one copy, which will be deposited among the archives of the Imperial German Government, and of which a certified copy will be delivered, through the diplomatic channel, to each Government represented at the Conference.

Signed by:

Germany, Austria-Hungary, Belgium, Denmark, Spain, France, Great Britain, Italy, Luxembourg, Netherlands, Portugal, Sweden and Norway, Switzerland.

**PROPOSITION CONCERNING THE ORGANIZATION OF A
PERMANENT INTERNATIONAL COMMISSION MADE
BY GREAT BRITAIN AT THE INTERNATIONAL
CONFERENCE AT BERNE, 1906¹**

"Les hautes parties contractantes conviennent de créer une commission chargée de surveiller l'exécution des dispositions de la présente convention.

"Cette commission sera composée de délégués des divers États contractants. Sa première réunion aura lieu à , la commission choisit son président et le lieu de sa prochaine réunion.

"Chacune des hautes parties contractantes pourra être représentée à la commission par un délégué ou par un délégué et des délégués adjoints.

"L'Autriche et la Hongrie seront considérées séparément comme parties contractantes.

"La commission aura pour mission d'émettre un avis sur les questions litigieuses et les plaintes qui lui seront soumises.

"Elle n'aura qu'une mission de constatation et d'examen. Elle fera, sur toutes les questions et plaintes qui lui seront soumises, un rapport qui sera communiqué aux États intéressés.

"En dernier ressort, une question en litige sera, sur la demande d'une des hautes parties contractantes, soumise à l'arbitrage.

"Dans le cas où les hautes parties contractantes seraient disposées à réunir des conférences au sujet de la condition des travailleurs, la commission se chargera d'en discuter le programme et servira d'organe pour les échanges de vues préliminaires."

**PROPOSITION CONCERNING THE ORGANIZATION OF A
PERMANENT INTERNATIONAL COMMISSION MADE
BY FRENCH AND SWISS DELEGATIONS AT
THE INTERNATIONAL CONFERENCE
AT BERNE, 1906²**

"Dans le but d'assurer la plus grande unité possible à la réglementation qui sera édictée en conformité de la présente Convention, les diverses questions ayant trait à ladite Convention que celle-ci aurait laissées dans le doute pourraient être, par une ou plusieurs des Parties contractantes, soumises à l'appréciation d'une Commission où chaque État cosignataire serait représenté par son Délégué ou un Délégué et des Délégués adjoints.

"Cette Commission aura une mission purement consultative. En aucun cas elle ne pourra se livrer à aucune enquête ni s'immiscer en quoi que ce soit dans les actes administratifs ou autres des États.

¹"Proceedings of the Diplomatic Conference for the Protection of the Worker," 1906, pp. 77, 78.

²"Proceedings of the Diplomatic Conference for the Protection of the Worker," 1905, pp. 106-107.

"Elle fera sur les questions qui lui seraient soumises un rapport qui sera communiqué aux États contractants.

"Cette Commission pourra, en outre, être appelée:

1. A Donner son avis sur les conditions d'équivalence auxquelles peuvent être acceptées les adhésions des États hors d'Europe ainsi que des possessions, colonies, protectorats, lorsque le climat ou la condition des indigènes exigeront des modifications de détail de la Convention;

2. A Servir d'organe pour l'échange de vues préliminaire au cas où les Hautes Parties contractantes seraient d'accord sur l'utilité qu'il y aurait à réunir de nouvelles conférences au sujet de la condition des travailleurs.

"La Commission se réunira sur la demande de l'un des États contractants, mais pas plus d'une fois par année, sauf entente entre les États contractants pour une réunion supplémentaire en raison de circonstances exceptionnelles. Elle s'assemblera dans chacune des capitales des États contractants d'Europe successivement et dans l'ordre alphabétique." * * *

"Les Hautes Parties contractantes se réservent la faculté de soumettre à l'arbitrage, conformément à l'article 16 de la Convention de la Haye, les questions que soulèverait la présente Convention même si elles ont été l'objet d'un avis de la Commission prévue à l'article."

FINAL PROTOCOL OF THE INTERNATIONAL CONFERENCE ON LABOUR LEGISLATION, 1913¹

The delegates of the Governments of Germany, Austria, Hungary, Belgium, Spain, France, the United Kingdom, Italy, Norway, the Netherlands, Portugal, Sweden and Switzerland met in Berne on 15th September, 1913, at a conference to consider the regulation of the two questions of labour legislation contemplated in the circular note of the Swiss Federal Council, dated 31st January, 1913. The undersigned delegates have to request the Swiss Federal Council to present to the Government—with a view to such diplomatic negotiations as may seem good to them—the following proposals for the conclusion of international conventions, being the result of the deliberations of the conference:—

I. Principles for an International Convention respecting the prohibition of night work for young persons employed in industrial occupations.

1. Night work in industrial occupations shall be prohibited for young persons under the age of 16 years.

The prohibition shall be absolute in all cases up to the age of 14

¹ Bulletin of the International Labour Office. English Edition, Vol. 8, 1913, pp. 364-65-66.

years. The present convention shall apply to all industrial undertakings where more than ten persons are employed; it shall not apply in any case to undertakings where only members of the family are employed.

It shall be the duty of each of the contracting States to define the meaning of "industrial undertakings." Mines and quarries and industries for the manufacture and transformation of materials shall, in all cases, be included in this definition; as regards the latter point, the limit between industry on the one hand, and agriculture and commerce on the other, shall be defined by national legislation.

2. The night's rest contemplated in Article 1 shall have a duration of at least eleven consecutive hours. In all the contracting states, these 11 hours must include the period between 10 p.m. and 5 a.m.

In coal and lignite mines it shall be permissible to vary the hours of rest contemplated in the first paragraph, provided that the interval between two periods of work habitually lasts 15 hours, and in all cases 13 hours at least.

The period from 10 p.m. to 5 a.m. contemplated in the first paragraph may, in the case of the bakery industry, be replaced by the period from 9 p.m. to 4 a.m. in those States where night work is prohibited by national legislation for all workers engaged in this industry.

The prohibition of night work may be suspended for young workers over 14 years of age—

(a) if the interest of the State or any other public interest absolutely demands it;

1 (b) in case of "force majeure" where there occurs in an undertaking an interruption of manufacture which it was impossible to foresee and not being of a periodical character.

4. The provisions of this Convention shall apply to girls under 16 years of age wherever these provisions afford more extensive protection than those of the Convention of 26th September, 1916.

5. In extra-European States, as well as in Colonies, Possessions, or Protectorates, when the climate or the condition of the native population shall require it, the period of the uninterrupted night's rest may be shorter than the minimum of 11 hours laid down in the present Convention, provided that compensatory rests are accorded during the day.

6. The present Convention shall come into force two years after the date on which the record of deposit is closed.

The time limit for bringing into force the prohibition of night-work of young persons over 14 years of age in industrial occupation shall be increased to 10 years—

(a) in glass works, for persons employed before the smelting, annealing and re-heating the furnaces;

(b) in rolling mills and forges where iron and steel are worked up with continuous furnaces, for the workers engaged in occupations directly connected with the furnaces;

in both cases however, on condition that the night employment shall only be permitted in work of a kind to promote the industrial development of the young workers and which presents no particular danger to their life or health.

II. Principles for an International Convention to fix the working day for women and young persons employed in industrial occupations.

1. The maximum period of employment in industrial occupations of women without distinction of age and of young persons up to the age of 16 years shall, subject to the exceptions hereafter mentioned, be 10 hours a day.

The working day may also be limited by fixing a maximum of 60 hours per working week, with a daily maximum of 10½ hours.

The present convention shall apply to all industrial undertakings where more than 10 persons are employed; it shall not apply in any case to undertakings where only members of the family are employed.

It shall be the duty of each of the contracting States to define the meaning of "industrial undertakings." Mines and quarries and industries for the manufacture and transformation of materials shall in all cases be included in this definition; as regards the latter point, the limit between industry, on the one hand, and agriculture and commerce on the other, shall be defined by national legislation.

2. The hours of work shall be interrupted by one or more breaks, the regulation of which shall be left to national legislation, subject to two conditions, namely:

where the daily period of employment does not exceed six hours, no break shall be compulsory;

where the daily period of employment exceeds this limit, a break of at least half an hour shall be prescribed during or immediately after the first six hours.

3. Subject to the reservations specified in Article 4, the maximum period of employment may be extended by overtime—

(a) if the interest of the State or any other public interest absolutely demands it;

(b) in case of "force majeure" where there occurs in an undertaking

an interruption of manufacture which it was possible to foresee and not being of periodical character;

(c) in cases where the work is concerned either with raw materials or materials in course of treatment which are susceptible to very rapid deterioration. When such overtime is necessary to preserve these materials from certain loss.

(d) in industries subject to seasonal influences;

(e) in exceptional circumstances, for all undertakings.

4. The total hours of work, including overtime, shall not exceed 12 hours a day, except in factories for the preserving of fish, vegetables and fruit.

Overtime shall not exceed a total of 140 hours per calendar year. It may extend to 180 hours in the manufacture of bricks, tiles, men's, women's and children's clothing, articles of fashion, feather articles, and artificial flowers, and in factories for the preserving of fish, vegetables and fruit.

It shall not be permissible, in any case, to extend the working day for young workers of either sex under 16 years of age.

This Article shall not apply in the cases contemplated in (a) and (b) of Article 3.

5. This Convention shall come into force two years after the date on which the record of deposit is closed.

The time limit for bringing it into force shall be extended—

(a) from two to seven years in the manufacture of raw sugar from beet-root, and of machine-made embroidery, and in the spinning and weaving of textile materials;

(b) from two to seven years in States where the legal duration of the working day for women without distinction of age and for young persons employed in industrial occupation still amounts to 11 hours, provided that, except as regards the exemptions contemplated in the preceding Articles, the period of employment shall not exceed 11 hours a day and 63 hours a week.

Drawn up at Berne on 25th September, 1913, in one copy, which shall be deposited in the Swiss Federal Archives and a certified copy of which shall be presented through the diplomatic channel to each of the Governments represented at the Conference.

**APPENDICES
FOR CHAPTER II**

**NON-OFFICIAL PROPOSALS
PRIOR TO THE WAR**

**SUGGESTIONS FOR INTERNATIONAL LEGISLATION
EMBODIED IN REPORTS SUBMITTED BY DELEGATES AT THE INTERNATIONAL CONGRESS FOR PROTECTIVE LABOUR
LEGISLATION, ZURICH, 1897¹**

1. That the prohibition of Sunday labour shall apply as far as possible, and under effective penalties, to all branches of paid labour so that all industrial, mining, manual, traffic (railway, post-telegraphs, and telephone departments) public house, wholesale and retail commercial labour shall be benefited thereby.

2. That exception in the regulations for the different branches of trade shall only be granted in such cases where the sole object is to ensure a resumption of the full working on the Monday, and not where it is intended to provide for a cessation of production, which the Sunday rest would entail.

3. That the exceptions to the prohibitory law shall not be determined by the discretionary arbitrariness of authorities and officials upon the ground of vague statements in the law, but they shall, as far as possible, be clearly and precisely defined in the text of the law.

4. That the principle of granting to employes, who have to work on the Sunday, at least every second Sunday as a day of rest, and of substituting one week day for the Sunday's work, shall apply to all classes of labour without exception.

5. That the employer of labour shall in no case have the right to make in an individual obligation on the part of the employe to do work on Sundays or holidays, and the contracts of this nature shall not be legally binding.

6. That industrial labour on Sundays shall be prohibited without any exceptions for females and young people under 18 years of age.

.....
Therefore it is desirable that everywhere the attendance at primary schools should become obligatory until after the 15th year. Such a regulation would be of great help for the protection of children as

¹Source.—Circulars of the Organizing Committee (Papers and motions and provisional list of the participants in the Congress).

experience proves that masters object to engage children working only a part of the day, and we must also see that in the home industry children are not asked to work before having accomplished their school education.

.....

The duration of factory work for young people from 16 to 19 must have a maximum of 7 hours, with at least 1½ hour pause at midday. With these measures we may expect to be able to avoid every injury arising from too much work. It is not to be denied that more energetic reductions might still be needed and specially for the female sex.

First Resolution. All labour legislation dealing with the work of women should apply to the great industries, to the little industries, to domestic industries, and, if possible, to agricultural work when other than members of the agriculturist's family are employed.

Second Resolution. The week's work shall consist of a maximum of 48 hours. The hours of labour shall be divided in such a manner as to secure the cessation of work at noon Saturdays and thus enable all work women to enjoy an uninterrupted rest of at least 42 hours and lasting till the following Monday morning.

Third Resolution. Employers shall not be allowed to compel their work women to take work home.

Fourth Resolution. Employers who give out work to be made up elsewhere than in their own workhouse are responsible for the sanitary condition of all such localities (cubic space, direct light, ventilation, disinfection). They should take necessary measures to prevent these places being utilized as kitchens or bedrooms.

Fifth Resolution. Before and after their confinement a period of eight weeks shall be reserved during which women cannot be admitted to work in factories. They shall not return to their factories unless they can supply proof that six weeks have elapsed since their confinement. The law shall enumerate those branches of industry where women must not work at all during period of gestation. The employer must provide for the maintenance of his work women during their periods of confinement in such countries where no system of sick-insurance is in force.

Sixth Resolution. The surveillance for the application of the above legislative enactments appertains to women inspectors who shall be nominated by the workwomen themselves.

.....

The writer considers the congress should not hesitate to take the same ground as the international workmen's congresses, and demand an *eight hour day* as a matter of principle.

.....

The following possibilities present themselves, once we consider this question apart from the simple trade-struggle:

1. The law introduces for all occupations the same maximum working day.

2. It fixes the maximum labour-time for all industries though not equally for the whole country and for all trades, but makes distinctions, it may be between town and country, or it may be between different industries, so that legally permissible labour-time may be in one case longer and in another shorter.

3. The law establishes a maximum working-day for certain industries only, without limiting the labour-time in other countries.

4. The law fixes the maximum working-day, but gives the measure merely a permissive character, leaving it either to local option, or to the option of the employers and workmen of the separate industries to give the law effect in any district or occupation.

... we should demand from legislation as a matter of principle that it should introduce *one uniform maximum working-day in a manner universally binding* not only in the interest of *one* branch of industry but of the *whole industrial proletariat*, exceptions only being permitted where quite special conditions require them, as for example in the mining industry. We demand, a point Rae has overlooked, not an *obligatory* normal working-day, but simply a normal working-day. The duration of labour time may of course be measured differently according to the various needs of individual industries, but this should only take place within the limits drawn by the maximum working-day.

The first thing to be done then, is to completely and absolutely prohibit night-work first of all for children, young persons and women.

Altogether, the adult women and young persons up to the age of 18 ought to be put on an equal footing as to protective measures in general, and as to the prohibition of nightwork in particular.

We must, once for all declare, that constant nightwork undermines the health of men also, that the State has also certain duties towards these workers, and that it owes them, wherever possible, effective protection.

In other words, in cases where continuous night and day work is found to be absolutely necessary, permission for such work should only be granted on condition that it was combined with eight-hour shifts, so that every worker would get 16 hours rest per day.

INTERNATIONAL CONGRESS ON OCCUPATIONAL DISEASES RESOLUTIONS ADOPTED AT BRUSSELS, 1910¹

- I. It is necessary to establish required instruction in diseases pertaining to labor in the medical schools and to give a required course in industrial hygiene in the higher technical schools.
- II. The Government ought to expand the medical inspection of workers and of industrial establishments in all industries liable to endanger the health of the workers.
- III. A special medical supervision ought to protect children, adolescents, and women, as well as adults in occupations particularly unhealthful.
- IV. In view of making prevention easier and also provision for reparation, it is important to require an announcement of the principal occupational poisons.
- V. Reparation for injuries caused through occupational diseases should be imposed as a measure of justice and as a prophylactic means.

History of International Congress on Occupational Diseases

- I. First International Congress held at Milan, Italy in 1906.
- II. International Commission for the study of Occupational Diseases decided to hold a second Congress at Brussels on September 10-14, 1910.

Delegates to the Congress at Brussels

- I. Delegates representing governments.
 1. From all European countries including Greece and Bulgaria, except Portugal, Poland, Norway, Denmark, Switzerland.
 2. From South American Countries: Peru, Argentine, Salvador, Uruguay, Venezuela, Guatemala.
 3. United States and Mexico.
 4. Asiatic countries: China, Persia, Turkey.
- II. Delegates not representing governments.
 1. From all European countries including Greece except Portugal, Poland, Norway and Denmark.
 2. From South American countries: Uruguay, Argentine.
 3. United States.

¹ Source.—Proceedings of Second International Congress on Occupational Diseases, 1910.

RESOLUTIONS ADOPTED AT THE SEVENTH MEETING OF THE INTERNATIONAL ASSOCIATION FOR LABOR LEGISLATION, ZURICH, 1912:

A. Proposals of Commission IV: Hours of labour in continuous industries, hygienic working day, protection of railway employees, reduction of hours of labour on Saturday (English Week), Workmen's Holidays¹

1. Hours of Labour in Continuous Industries

I. In view of the resolutions of the Lugano meeting and of the facts presented to the special Commission in London, the Delegates' Meeting is of opinion that the eight-hour shift in continuous industries (industries working night and day) is the best shift system for such work and should be strongly recommended both from the point of view of the physical and moral welfare of the workers and in the social and economic interest of society generally.

II. The Delegates' Meeting is of opinion that the reports presented by the different national Sections have shown that in the iron and steel industries (blast furnaces, iron and steel works, rolling mills) the eight-hour day is very necessary and is practicable for the shift workers.

The Delegates' Meeting instructs the Bureau to request the Swiss Federal Council to address to the Governments as soon as possible the request to arrange a conference of the interested States with a view to arriving at an international agreement as to the introduction of the eight-hour day for those workers.

III. The Delegates' Meeting is of opinion that as regards glass works, the investigations are sufficiently advanced for the conclusion at any rate of an international convention on the basis of a working week of 56 hours on an average with an uninterrupted weekly rest of 24 hours. The Bureau is requested to choose the most favourable time for taking steps to this end.

IV. The Delegates' Meeting is of opinion that as regards other continuous industries the national Sections should by investigations prepare the way for the introduction of the eight-hour day or of a corresponding maximum week:

- a. in continuous industries, where the working day (i.e., hours during which the workmen are required to be present at the works) exceeds 10 hours in 24, or where each set of men works more than six shifts per week; and

¹Report on the Seventh General Meeting of the Committee of the International Association for Labour Legislation. Issued by the Bureau of the International Association for Labour Legislation, London, 1912.

- b. in those industries (e.g., paper and pulp mills, chemical industries) where conditions seem to be ripe for the introduction of the three-shift system in many countries.

II. Hygienic Working Day

I. The Bureau is instructed to express the thanks of the Association to the Governments which have instituted special inquiries into the hours of labour in particularly unhealthy trades, and requests them and other Governments to extend their inquiries to other unhealthy industries which are not mentioned in the list of May, 1912. The supplementary list shall be drawn up by the Bureau after consultation with the Permanent Council of Hygiene.

II. A special Commission shall be appointed by the Bureau in agreement with the national Sections and the Permanent Council of Hygiene, with the duty of drawing up a memorial containing particulars of existing legislation, of the hours of labour actually prevailing, and of the accident, sickness and mortality rates in all trades considered to be dangerous and unhealthy, and also proposals respecting the prohibition of the employment of children, young persons and women, and the limitation of their hours of labour and also of those of adult men. This memorial shall be submitted in proof to the next Delegates' Meeting.

III. Protection of Railway Employees

I. The Bureau is instructed to approach the railway administrations of all countries and request them to complete the tables respecting time on duty, hours of work, night's rest, leave, days of rest.

II. These tables shall then be submitted, together with any other results from inquiries now in progress, to a special Commission consisting of seven members. This Commission shall report before the next Delegates' Meeting assembles on:

- a. the diversity in the number of accidents amongst employees of the same class in different countries and if possible on the causes of this diversity;
- b. the differences in the organization of the service (time on duty, hours of work, overtime, periods of rest, length of the day of rest, days of leave) and on the causes of these differences as far as they can be ascertained;
- c. institutions for the settlement of disputes respecting hours of work and wages in the railway service; and their success;
- d. the basis of statistics of sickness in the railway service.

III. The Special Commission shall have authority to institute analogous investigations respecting the conditions of labour of telegraphists (including radio-telegraphists) and telephonists.

IV. Protection of Dock Workers

The Bureau is instructed to request the national Sections of countries having seaports to make an investigation into the labour conditions of dock workers with special reference to the number of hours worked, and to report before the next Delegates' Meeting.

V. Workmen's Holidays

The national Sections are requested to approach their Governments with a petition that they will complete the inquiries into workmen's holidays.

VI. Saturday Half-holiday

In view of the fact that a free Saturday afternoon is necessary in order to give working women a real rest on Sundays;

that this institution alone is able to insure to the workers in every week a full day of family life;

that this Saturday half-holiday is already introduced wholly or partially for children, young persons and women, and even for adult workmen in the legislation of the German Empire, the United Kingdom, Greece, the Netherlands and Switzerland;

that the initiative of employers' and workmen's associations is endeavoring to promote the extension of the Saturday half-holiday in all industrial countries;

the Delegates' Meeting desires that the Saturday half-holiday for women workers and young persons should be made the subject of an international convention; and instructs the sub-Commission on the maximum 10 hour working day to draw up, in conjunction with the Bureau, a report to be laid before the next Delegates' Meeting.

B. Proposals of Commission V: Treatment of Foreign Workmen Under Insurance Legislation; Child Labour; Administration of International Labour Treaties

I. Treatment of Foreign Workmen Under Insurance Legislation.

I. In connection with the resolutions adopted by the Delegates' Meeting at Basel (1901 and 1904), Geneva (1906), Lucerne (1908) and Lugano (1910) respecting the treatment of foreign workers under

nsurance Legislation, the Delegates' Meeting expresses thanks in the first place to the States and Governments which have given effect as far as possible in their national legislation and in international treaties to the principles recommended by the International Association.

The Delegates' Meeting again requests the American Section to continue its efforts to secure the passage in the several States of the Union of suitable laws for insurance against sickness and accident, which shall not discriminate against alien workers, and thus carry out Resolution IX adopted at Geneva, and Resolution X adopted at Lucerne, and it thanks this Section for its activity in this matter.

II. The Governments represented at the meetings of the Association and the national Sections are again urgently recommended to see that these principles are developed and extended in sickness, accident, old age and invalidity insurance legislation.

The Delegates' Meeting draws the attention of the national Sections and the Governments concerned, also to the various systems of maternity insurance. These systems should, as far as possible, fix a uniform period of benefit of 8 weeks, and also approximately equal maintenance benefits in order that, in cases of differences of domicile and country of insurance, it may be easier to effect a transfer or make over the insurance in pursuance of international agreements.

III. As regards the execution of the wishes expressed under II, the Delegates' Meeting draws attention especially to the following points:

1. As regards the benefits paid by insurance institutions to foreigners, no difference should be made between the subjects of a State and foreign workmen in all countries and branches of insurance in which the State does not directly supplement either the premiums or the benefits.

2. But where grants are made out of public money, the benefits paid to insured foreigners and their dependants may be reduced in comparison to those paid to subjects of the State at most by an amount corresponding approximately to such grants.

3. The Governments should take the necessary measures by means of international agreements to render the provisions of No. 2 unnecessary.

4. It should be made possible by international agreements to settle the claims of insured persons and their dependants living outside the country of insurance by a sum down or by paying the capital value of the benefit to a corresponding insurance institution in their place of residence abroad, or in any other appropriate manner.

IV. Failure to insure foreign workmen in the case of only temporary sojourn and employment in a country, is injurious both to the workmen concerned and also to their country of origin, and involves at the same time a disadvantage to the workers of the country in question on the labour market. The benefits of insurance should therefore be extended to such workmen.

II. Child Labor

The Sections are requested to establish special Child Labour Committees with the duty of:

- a. supplying the information desired in the International Labour Office's "questionnaire," and
- b. reporting, on the basis of this information, to the next Delegates' Meeting on ways and means of carrying out and extending the existing laws for the protection of children.

The Bureau shall prepare a comparative survey of these reports, and present it to the International Special Commission on Child Labour. This Commission shall submit definite proposals to the next Delegates' Meeting.

III. The Administration of International Labour Treaties

I. The Delegates' Meeting invites the national Sections which have not yet done so, to submit the petition on the reform of official statistics to their Governments.

II. Since Article 5 of the International Convention of 26th September, 1906, respecting the prohibition of the night work of women in industrial occupations, provides that the Governments should exchange through diplomatic channels their periodical reports on the administration of laws and orders concerned with the subject of the Convention, it is desirable that these reports should be published by the Signatory States in a form such as to make it possible for each of the Governments concerned to compare the standard of administration of the labour treaties in the other Signatory States.

III. In view of the fact that it is not possible to give a reply at present to some of the questions contained in paragraphs II and III of the proposals of the Bureau, the Delegates' Meeting requests the Bureau to enter into an agreement directly with the Governments on the subject of the elaboration of uniform statistics which will enable it to publish every four years the comparative report on the administration of labour laws.

With this object the Governments shall be invited to appoint an international commission of statistical experts and inspectors of labour.

IV. The Delegates' Meeting requests the national Sections to endeavor to persuade the Governments to appoint a larger number of

women inspectors, and to arrange that at least one woman inspector shall be stationed in each centre of industry where the employment of women or children is general.

C. Proposals of Commission III: Truck System and Deductions from Wages; Professor Brentano's Resolution

The Truck System and Deductions from Wages

In view of the abuses which have arisen, in a great number of industries, in respect of the use of disciplinary fines and deductions for damages, as well as of the numerous varieties in the truck system (payment in kind, or by means of bonds and tickets to be drawn on the establishment of the employer) of which the general result is to reduce the wages of unskilled workers and women, the Delegates' Meeting requests the national Sections to submit to their respective Governments, in accordance with the spirit of protective legislation already in force, legislative proposals as follows:

- a. In all industries, whether carried on in the factory or the home, the payment of wages in kind or by means of bonds payable in the form of goods on sale in establishments conducted by the employers shall be prohibited in principle.
- b. The whole system of fines and deductions for damage (the case of wilful and malicious damage only excepted) shall be abolished. Provided that, even in the case of malicious damage, the employer shall not be authorized to impose any penalty without an order of the Court. Where the complete suppression of deductions does not appear to be immediately possible, such deductions shall neither be established nor exacted except by agreement either with the work people concerned, or with their organizations, where any such organization exists.
- c. Materials (used in the process of manufacture) must be furnished gratuitously by the employer to the factory worker and the home worker alike. In the case of tools supplied to the worker by the employer any charge made by the employer shall be for cost price only.

The Sections are requested to forward by every means in their power the drafting and discussion of Bills embodying the desire expressed by the Delegates' Meeting.

D. Proposals of the Special Commission on the Machine-made Swiss Embroidery Trade

Machine-made Swiss Embroidery

The Delegates' Meeting still considers it desirable, under the pro-

visions of the Lugano resolutions of 1910, to make uniform regulations for hours of work in the Swiss Embroidery Home-industry, and so far as possible to prohibit night work. But in view of the fact that since the Meeting of Lugano progress has been made in the introduction of automatic embroidery-machines in factories, and that similar machines will probably be introduced in the next few years to an increasing extent, the Delegates' Meeting considers it desirable that, when regulations are made concerning hours of labour in small establishments, regulations should at the same time be made respecting hours of labour in factories using automatic machines. Such regulation is necessary because automatic machines, since tended by adult men only, may be run unlimited hours, both day and night, although there is no technical reason for such continuous labour; while the other machines tended by women also, are subject to certain legal limitations as to hours of labour.

The bureau of the International Association for Labour Legislation is instructed (1) to draw the attention of the countries concerned (Germany, Switzerland, Austria, France, the United States, Italy, Russia) to the danger which threatens the entire embroidery industry as a result of overtime, and even more of the continuous operation of the automatic embroidery-machines, and (2) to request the Governments to take steps as soon as possible, by means of international agreements, to establish such uniform regulations as shall protect the interests of the embroidery industry.

The Bureau is instructed to inform the Sections of the different countries, within three months, of the steps it has taken in approaching the Governments with a view to the realization of this object.

E. Proposals of Commission III: Home Work

The Delegates' Meeting declares again most emphatically, in view of the fresh studies and experimental inquiries made during the two years last past, that the miserable conditions of a large proportion of the home workers is caused especially by their absolutely insufficient wages, and that no improvement can be hoped for so long as means are not found to raise wages.

To this end the Delegates' Meeting recommends again:

1. The organization of home workers in trade unions and the conclusion of collective wage agreements. The meeting regards the unfettered right of combination as the necessary basis of such collective agreements. In countries where collective agreements are not yet legally recognized under existing law, recognition should be secured in such a manner as to ensure their legal validity and their extension when required to home workers in the same occupations who

were not originally concerned in the conclusion of the agreement. The Delegates' Meeting urges the national Sections to get into touch with existing organizations of workers with a view to promoting the conclusion of collective agreements with employers and employers' federations.

II. The adoption by legislation of the principle that wage agreements for insufficient amounts or of an usurious nature should be null and void, and that the conclusion of such agreements should be subject to penalties. The meeting regards this principle as essential, but at the same time, it recognizes that the difficulties of its application are such as to prevent its adoption from being in any degree a practical solution of the problem.

III. The Delegates' Meeting believes that any legislation in favour of home workers will be ineffective so long as it is not founded on minimum rates fixed by wages boards constituted according to the following principles:

1. The Board shall be composed of an equal number of employers and employees, chosen generally by the parties or, if this is impossible, by bodies acting on their behalf.

The President shall not be an employer or an employee and shall be elected by the board. The Government shall appoint him in case of disagreement. He shall have the casting-vote.

2. The minimum wage shall be so fixed that a home worker of ordinary capacity may earn as time wage a sum approximately equal to fair wages paid in factories and workshops where similar trades are carried on in the town or district. The wage must be at least high enough to ensure to the worker under normal living conditions sufficient food and healthy housing.

3. The board shall fix officially the minimum wage and publish it at once.

4. If possible the board shall establish a scale of minimum wage rates for all the different operations of the trade.

5. To the amount of wages must be added the cost of tools and materials furnished by the worker, the value of time wasted, etc.

6. The minimum wage must be paid to the worker net without any deduction in favour of employer or middleman.

7. If collective agreements exist in a trade, the minimum wage board must endeavour to extend the benefits of such collective agreements to all home workers also.

8. For operations not included in the scale named under 4 the employer must prove in each particular case coming before the board that the conditions allow the average worker to earn at least the minimum time wage.

Disputes shall be settled by the wages boards.

9. The board shall establish likewise scales of payment, and if possible minimum wages, for the apprentices in the trade, even where the apprentices are employed in workshops.

10. Every violation of the law shall constitute a penal offence in each case and in respect of each worker concerned.

11. Every trade organization and any person interested in the trade and every society qualified for the purpose may inform the board that wages paid are below the minimum wage fixed for the trade. All such persons or organizations may take legal action.

12. The minimum wages fixed by the local boards may be reviewed by a central commission of revision acting officially and without delay. This Commission may modify and coordinate local decisions. The Governments shall select the members of such commission in equal numbers from the employers and employees composing the local boards.

IV. The Delegates' Meeting invites the Members of Parliament belonging to the International Association to introduce, or cause to be introduced, bills corresponding to the accepted resolution.

The national Sections are requested to engage in an energetic campaign in order to convince the public of the necessity of fixing minimum wages for home industries.

F. Proposals of Commission II: List of Industrial Poisons, Lead, Handling of Ferrosilicon, Principles for the Protection of Persons Employed in Mining, the Construction of Tunnels, Stone Quarries, Etc., on an International Basis. The International Prevention of Anthrax Amongst Industrial Workers and of Mercurial Poisoning in Fur-cutting and Hat-making. Maximum Loads for Dock Labourers, Work in Caissons, Diving Operations, International Statistics of Morbidity and Mortality Amongst the Working Classes

I. List of Industrial Poisons

(a) The Delegates' Meeting expresses its thanks to the authors of the list of industrial poisons, Dr. Sommerfeld and Dr. Fischer, to the Institute of Industrial Hygiene at Frankfurt-on-Main, and to the member of the Permanent Council of Hygiene who reported on the matter, Dr. Teleky.

■(b) The Delegates' Meeting notes with pleasure that the list of industrial poisons has been translated into English, French, Italian and Finnish and hopes that other national Sections will follow this example. ■

(c) The Permanent Council of Hygiene is requested to undertake a revision of the list of industrial poisons every four years.

II. Lead

(a) *Painters and Decorators.* The Delegates' Meeting, noting with satisfaction that the use of colours containing lead in the painting of the interior of buildings has been prohibited in several countries, requests the national Sections to present reports on investigations which have been undertaken in their countries, and in particular on inquiries and experience relating to the use of colours not containing lead in the painting of metal in engineering workshops and similar works.

(b) *Polygraphic Industry.* In view of the inadequacy of the information available respecting the danger of poisoning to which women are exposed when employed in typesetting, whether by hand or by linotypes, the inquiry should be continued.

The French and British Sections are requested to undertake inquiries from the hygienic and medical point of view and to present the results to the next Delegates' Meeting. 1

(c) *Ceramic Industry.* The national Sections are requested to report on the application in their countries of the regulations already presented to the Governments respecting hygienic conditions in the ceramic industry.

II. Handling of Ferrosilicon

(a) The Bureau is instructed to present the following principles to the Governments:

Principles for the Prevention of Risks Involved in the Conveyance of Ferrosilicon

1. Ferrosilicon—especially when prepared by the electrical method—gives rise to dangerous gases, in particular, phosphuretted hydrogen and arseniuretted hydrogen, merely by the action of dampness in the air. This causes the risk of poisoning and explosion.

2. In order to avoid poisoning and explosions, ferrosilicon should be secured against wet and dampness both in storing and transport. The ferrosilicon itself, the packing cases and packing materials must be dry, that is to say, free from water and also ice.

3. Packing cases ought to be water-tight and so durably constructed that they cannot be damaged in transport. Unpacked ferrosilicon should only be kept in places secure against wet.

4. The rooms in which ferrosilicon is stored or transported should be so constructed that they can be thoroughly ventilated and they

should always be kept ventilated. In this connection care should be taken to see that the gases given off cannot penetrate to living rooms. Such rooms ought consequently to have no connection whatever with rooms in which there is any ferrosilicon, packed or unpacked.

5. Occupiers or persons who store or transport ferrosilicon should be required not only to adopt the necessary precautionary measures in a suitable manner, but also to instruct persons coming into contact with ferrosilicon as to its dangers.

(b) Further inquiries ought to be made into the question of whether ferrosilicon containing less than 30 per cent. or more than 70 per cent. of silicon involves a risk of poisoning or not, and into the possibility of prohibiting the manufacture of ferrosilicon containing from 30 to 70 per cent. of silicon.

IV. Principles for the Protection of Persons Employed in Mining, the Construction of Tunnels, Stone Quarries, Etc., on an International Basis

(a) *Ankylostomiasis*. In view of the serious danger caused by ankylostomiasis not only to miners and tunnel workers, but also to the whole working population of certain districts, and of the excellent results obtained by suitable supervision and treatment of the workers it appears expedient that ankylostomiasis should be checked as soon as possible by means of an international agreement.

The Bureau is requested to appoint a sub-Commission to draw up detailed provisions on the basis of the following principles, and to seek ways and means for bringing about an international agreement on this matter. The principles to be observed are:

1. Shipping companies conveying emigrant workers from infected countries should be required to undertake the examination of such workers and the treatment of persons affected with the disease.

2. Persons emigrated from affected areas should undergo medical examination with a view to the detection of ankylostomiasis, before being engaged to work in mines, the construction of tunnels, stone quarries, or brick works.

3. In mines, tunnelling operations, stone quarries, and brick works, a series of measures are necessary: as, for example, the collection and removal, in a manner not open to objection, of human refuse (regular and clean sanitary conveniences), the exercise of special cleanliness, dry workplaces, medical examination, and the provision of medical treatment and suitable remedies.

4. It is necessary for the medical men entrusted with the examinations and supervision in question to be suitably trained.

(b) *Protection of Workers in Mines, Tunnelling Operations, and Stone Quarries.* The Bureau is requested to undertake, in consultation with technical experts in mining in the different countries, a comparative study of legislation for the protection of miners on the basis of the principles drafted by Dr. Fischer, and to submit a memorial on the subject to the next Delegates' Meeting.

Provisions respecting the protection of workers in tunnelling operations and stone quarries should be prepared in a similar manner, but drawn up separately.

V and VI. The International Prevention of Anthrax Amongst Industrial Workers and of Mercurial Poisoning in Fur-cutting and Hat-making

The question of anthrax is referred to a sub-Commission, which shall submit detailed proposals to the next Delegates' Meeting. In addition, a sub-Commission shall submit to the next Delegates' Meeting detailed proposals respecting the prevention of mercurial poisoning in fur-cutting and hat-making.

VII. Protection of Dock Workers

When instituting investigations into the hours of work of dock labourers the national Sections shall likewise have the duty of considering the question of maximum loads for dock labourers.

VIII. Work in Caissons

The Delegates' Meeting requests the Bureau to arrange for the permanent Council of Hygiene to draw up, with the cooperation of experts, a memorial respecting the results of experience as regards work in caissons and showing how use may be made of such experience in practice.

This memorial shall be submitted to the next Delegates' Meeting and afterwards presented to the Governments.

IX. Diving Operations

The Delegates' Meeting requests the Bureau to arrange for the Permanent Council of Hygiene to draw up, with the cooperation of experts, a report on the possibility and desirability of establishing international regulations for diving operations.

X. International Statistics of Morbidity and Mortality Amongst the Working Classes

(a) The Bureau is requested to present to the next Delegates' Meeting, with the cooperation of the national Sections and of the Permanent Council of Hygiene, a report on the essential differences in the morbidity and mortality statistics relating to the working

classes in the different trades and in the different countries, and to make proposals on the question of how these divergencies can be removed.

(b) In addition, the national Sections are requested to report not later than 1st July, 1913, for the next Delegates' Meeting, on the methods of compiling, and the present position as regards morbidity and mortality statistics relating to the working classes.

(c) The Delegates' Meeting recommends that the aim of these reports should be especially the establishment of a uniform classification of the causes of death in the different occupations, in order that the Governments may adopt it as the basis of uniform statistics of mortality by trades.

PERMANENT INTERNATIONAL COMMITTEE ON SOCIAL INSURANCE PROGRAM DISCUSSED AT ZURICH, 1912¹

A

- I. Extension de l'assurance sociale aux.
 1. Hauts salariés.
 2. Travailleurs mixtes (mi-salariés, mi-indépendents).
 3. Indépendants à faibles revenus.
- II. Organization de l'assurance de capitaux (assurance populaire sur la vie) complément libre de l'assurance obligatoire de rentes.
- III. Charges de l'assurance sociale:
 1. Effet sur le budget ouvrier.
 2. Effet sur le budget de l'industrie (prix de revient, prix de rente)
 3. Effet sur le budget public.

B

- IV. 1. La simulation et l'exagération des incapacités.
 2. Les petits accidents et l'accommodation (not actually discussed because of lack of time).
- V. La statistique internationale des accidents (un travail en cours).

INTERNATIONAL ASSOCIATION ON UNEMPLOYMENT RESOLUTIONS ADOPTED, 1913²

1. Recommending the systematic organization of labor exchanges, serving without cost at least those seeking employment, supported by local and national governments, and under general control of the national government.

¹Source—Bulletins des Assurances Sociales. Comité Permanent International des Assurances Sociales, Vol. 24, 1913. Vol. 25, 1915.

²Source—Association Internationale pour le Lutte Contre le Chomage. Procès verbaux des réunions et documents annexes, de l'assemblée générale, Gand, 5-6 Sept. 1913.

2. Recommending that public works not urgent in character be reserved for times of economic depression that a permanent institution be created in each country to study the symptoms of such crises; and that the budgets be large enough to permit the formation of a reserve fund for public works in hard times.

3. Recommending a further investigation of methods of unemployment insurance.

4. Recommending formation of a joint commission with the Committee on Social Insurance and the Association on Labor Legislation to study migratory labor.

5. Recommending the collection of more detailed statistics of unemployment.

6. Recommending that public bodies and large private concerns should divide their contracts so far as technically possible according to trades, as an experiment.

PERMANENT INTERNATIONAL COMMITTEE ON SOCIAL INSURANCE PROGRAM FOR PROJECTED CONFERENCE, PARIS, 1914¹

- I. Charges nationales et internationales des assurances sociales.
 1. Les charges actuelles crees par les assurance sociales.
 2. Les systemes financiers de l'assurance contre l'invalidite.
 3. L'equivalence des charges dans les divers pays et la possibilite de conventions internationales generales sur les assurance sociales.

II. Extension des assurance sociales a des milieux et a des risques nouveaux.

4. L'extension des assurance sociales aux independants.
5. L'extension a la satisfaction des besoins de la famille: a assurance populaire sur la vie.
6. (Same as above): b. assurance de l'enfrance et notamment mutualite. Scolaire.

7. (Same as above): c. assurance-maladie de la famille de l'assure.

III. Orientation des assurances sociales vers la prevention et l'attenuation des risques.

8. Assurance sociale et hygiene sociale (action de l'assurance sur la prevention des accidents et des maladies professionnelles et rapports avec l'inspection du travail; amelioration du logement et placements sociaux; lutte contre les maladies populaires, tuberculose notamment).

9. Accommodation apres accident et invalidite.

¹Source—Bulletins des Assurances Sociales. Comite Permanent International des Assurances Sociales. Vol. 24-1913; Vol. 25-1914.

INTERNATIONAL TRADE UNION DIRECTORY, COM- PILED BY THE INTERNATIONAL FEDERATION OF TRADE UNIONS, BERLIN, 1914

C. Legien

International Trade Union Secretariats, pp. 8-9

<i>Organization</i>	<i>International Secy.</i>	<i>Headquarters</i>
Bakers	O. Allmann	Hamburg
Barbers, hairdressers	Fr. Etzkorn	Berlin
Bookbinders	Emil Kloth	Berlin
Boot, Shoe and Leather Workers	J. Simon	Nürnberg
Brewery Workers	M. Etzel	Berlin
Building Trade Workers	Fr. Paepfow	Hamburg
Butchers, Slaughtermen, etc.	P. Hensel	Berlin
Carpenters	F. Schrader	Hamburg
Carvers	P. Dupont	Berlin
Commercial Employees	Edo. Fimmen	Amsterdam
Diamond Workers	L. V. Berekelaer	Antwerp
Factory Workers	Aug. Brey	Hanover
Fur Workers	A. Regge	Berlin
Glassworkers	E. Girbig	Berlin
Hatters	A. Metzschke	Altenburg
Hotel, Restaurant and Bar Workers	Hugo Poetzsch	Berlin
Lithographers	O. Sillier	Berlin
Metal Workers	Alex Schlicke	Stuttgart
Miners	Thos. Ashton	Manchester, Eng.
Painters	A. Tobler	Hamburg
Paviors	A. Knoll	Berlin
Pottery Workers	George Wollmann	Charlottenburg
Potters	A. Drunsel	Berlin
Printers, Compositors	P. Stautner	Stuttgart
Saddlers	Joh. Sassenbach	Berlin
State and Municipal Workers	Alb. Mohs	Berlin
Stone Workers	Rob. Kolb	Zürich
Tailors	H. Stühmer	Berlin
Textile Workers	T. Shaw	Lancaster, Eng.
Tobacco Workers	C. Deichmann	Bremen
Transport Workers, Railwaymen, Firemen, Dockworkers, Seamen	H. Jochade	Berlin
Wood Workers	Th. Leipart	Berlin

The Directory contains also a list of all organizations affiliated with the respective national centers and notes which are also affiliated with their national trade secretariat; and an appendix giving directory of bureaus of labor in the countries of the world with the title of the chief officer and the location of the Bureau.

List of National Centers, pp. 4-7

<i>Country</i>	<i>Title</i>	<i>Chief Officer</i>
Great Britain	*General Federation Trade Unions	W. A. Appleton, Secy.
France	*Confederation Generale du Travail	L. Joubaux, Gen. Secy.
Netherlands	*Nederlansch Verbond van Vakvereenigingen	J. Oudegeest, Pres. (?) (Voorsitter)
Belgium	*Commission Syndicale du Parti Ouv. et des Syndicats Independents	C. Mertens, Secy.
Denmark	*De Samvirkende Fagforbund i Danmark	Carl F. Madsen (Pres.) (Formand)
Sweden	*Landsorganisationen i Sverige	H. Lindquist (Ordforande)
Norway	*Arbeidernes fagl. Landsorganisation	Ole O. Lian (Formand)
Finland	*Suomen Ammattijärjestys	O. Tokoi Ordforande
Germany	*General Kommission der Gewerkschaften Deutschlands	C. Legion Vorsitzender
Austria	*Gewerkschafts Kommission Oesterreichs	U. Huebr Vorsitzender
Bosnia-Herzegovina	*Zentralverbund der Gewerkschaften	Franz Rauseher, Secy.
Hungary	*Ungarlandischer Gewerkschaftsrat	Jazzai, Samu, Secy.
Croatia	*Gewerkschafts-Secretariat	W. Bukseg, Secy.
Roumania	*Comisia Generala a Sindicatelor din Romania	D. Pop, Secy.
Servia	*Zentralverband der Gewerkschaften Serbiens	P. Pawlowitsch, Secy.
Bulgaria	Gewerkschaften Bulgariens	Sidor Todoroff, Secy.
Bulgaria	Zentralverbund der bulgarischen Gewerkschaften	G. Dimitrow, Secy.
Switzerland	*Schweizerischer Gewerkschaftsbund	A. Huggler, Secy.
Italy	*Confederazione Generale del Lavoro	R. Rigola, Secy.
Spain	*Union General de Trabajadores	Vicente Barrio, Secy.
Portugal	*Union Generale des travailleurs	Francisco dos Santos
North America	*American Federation of Labor	Samuel Gompers, Pres.
Argentina	*Confederacion Obrera Regional Argentina	
Argentina	*Federation Obrera Regional Argentina	

*Affiliated with International Federation Trade Unions.

<i>Country</i>	<i>Title</i>	<i>Chief Officer</i>
Brazil	*Confederazione Obrera Brasileira	Rosendo dos Santos, Secy.
Transvaal	*Transvaal Federation of Trade Unions	J. T. Bani, Secy.
Turkey	*Union des Syndicats de Constantinople	
Australia	*Federal Grand Council of Labor	E. Kavanagh, Secy.
New South Wales	*Trades and Labor Council	The Secretary
Queensland	*Trades and Labor Council	The Secretary
South Australia	*Trades and Labor Council	The Secretary
West Australia	*Trades and Labor Council	The Secretary
Victoria	*Trades Hall Council	Ch. Gray, Secy.
Tasmania	*Workers' Party	Mr. Woods, M.P., Secy.
New Zealand	*United Federation of Labor	P. H. Hickey, Secy.
Japan		G. Yamane

*Affiliated with International Federation Trade Unions.

APPENDICES
FOR CHAPTER II
PROPOSALS FOR CONSIDERATION
AT THE PEACE CONFERENCE

Resolutions Adopted at the Inter-Allied Trade Union Conference, Leeds, 1916¹

(Resolutions prepared by Confederation Generale du Travail.)

Social Insurances

International agreements and treaties of labor are by no means a new thing. It is simply a question of enlarging these agreements and treaties in their extent and contents.

Most European countries now have some legislation on compensation for accidents caused through employment, based on the principle of industrial risk and fixed compensation. But of these, the laws of Great Britain, Italy, Spain, Belgium, the Netherlands, and Switzerland make no distinction at all between natives and foreigners, while others, the laws of Austria, Norway, Greece, and Denmark entirely disqualify foreigners when they cease to reside in the country: a third class, the laws of Russia, Germany, France, Hungary, and Luxembourg, although disqualifying, provide for the possibility of assimilation to subjects by virtue of diplomatic arrangements.

The considerable number of agreements relating to accident insurance give rise to the thought that it would doubtless be very easy to arrive at an understanding on this point.

The agreement could and ought to be made on the principle of unconditional assimilation of the victims of accidents to subjects and their dependents whatever may be their nationality and the usual place of their residence.

It would also be necessary at the same time to regulate the conflicting laws as regards, for example, an accident that arose in a

¹Source.—General Federation of Trade Unions. Conference of Delegates.
London.—Co-operative Printing Society, Limited, Tudor St., New Bridge St., E. C., 1916.

foreign country to a workman engaged in working an enterprise of his own nationality or employed in an enterprise of a nationality different from his own, and for those employed in transport enterprise (public or private). To provide for the necessary arrangements for inquiries of income to invalids and their dependents residing outside the country where the claim for the accident has been settled.

Other forms of social insurance against sickness, disability, old age, and unemployment are not so far developed, and are not equally developed in the various countries.

In Germany, Austria-Hungary, and England, sickness insurance is obligatory; subject to restrictions with respect to administration and participation in State aid, foreigners are treated on an equal footing. Elsewhere, notably in France and Belgium, sickness insurance is free and insured by mutual aid societies. Foreigners can be members of these societies; they even have the right of forming societies composed solely of foreigners. The law of 13th of June, 1911, does not impose obligation of insurance, but it makes grants which can be claimed by any society which satisfied the conditions of the law.

English law provided for international agreements. It would be possible to open the question on this point and to insert a clause by which Governments would undertake to study and realize within a fixed period laws on sickness insurance and grant the benefit of their provisions to foreigners as well as to provide for arrangements to ensure without interruption the benefit of insurance to workers called upon to change their residence, and for effecting the control and payment of compensation beyond their respective frontiers. Engagements of this nature, let us remember, had already been made in the Franco-Italian Treaty of the 13th April, 1904.

It could, however, be at once stipulated that where no sickness insurance is yet in force, sickness arising out of occupation should be assimilated for compensation to accidents in employment.

Such assimilation would extend to any sickness manifestly induced while carrying out their occupation.

Disability and assurance, etc., of old age pensions for workmen are of recent dates. According to English and Danish law the pensions are paid entirely out of the State funds. According to German, Austrian and French laws it is formed chiefly or exclusively by payments obligatory by the employees and employers. According to Belgian and Italian laws the State simply augments the pensions which the workers have themselves formed by compulsory payments.

Hitherto England alone has organized a national insurance against unemployment and this again is limited to the building, public works, naval construction, metallurgical and timber trades.

Let us remember, however, that both on the question of old age pensions and of insurance against unemployment the Franco-Italian Treaty of the 15th April, 1904, contains some engagements, more moral than precise, it is true.

We think that by enlarging the terms of the Italian Treaty Governments could undertake to consider these enlargements and carry them out within a given time, and to ensure their extension to foreign workmen.

Limitation of the Hours of Labor

It would appear that an arrangement as to the limitation of the hours of work might also be easily made. The Congress of Berlin (1890) has already expressed a number of resolutions; that the age of admission for children be fixed at twelve for industries in general, and fourteen for mines, subject to the children having previously complied with the regulations as to primary education, and that children under fourteen years of age shall not work either at night or on Sundays, nor more than six hours a day, nor in unhealthy and dangerous industries, and that those from fourteen to fifteen years of age shall neither work at night nor on Sundays, nor more than ten hours a day. On female labor, that they shall not work at night, nor more than eleven hours a day; that the weekly rest shall be extended to all industrial workers.

The International Convention at Berne (1906) has already prohibited night work of women in industry, with some exceptions. This Convention has been agreed to in particular by Germany, Austria, Hungary, Belgium, Denmark, Spain, France, England, Italy, Luxembourg, Portugal, Sweden and Switzerland.

The Second International Conference of Berne (1913) where 14 States were represented, prepared the basis of two new agreements of the prohibition of night work by young workers employed in industry, and of fixing exceptions and a certain margin for some industries.

The first provided for the prohibition of night work by young workers up to the age of 16 years. It allows a few exceptions, but the prohibition is absolute for those under 14 years. The second provides for a ten-hour day limited to women and for youths under 16 years of age, subject to some exceptions and a certain margin for some industries.

The rest on Saturday afternoons already appears in whole or in part for children, women, and even sometimes for adults in German, English, Belgian, Greek, Dutch, and Swiss legislation; it is in the first rank of labor claims in a certain number of countries. The last

Congress of the A. I. for the legal protection of workers expressed the wish that its application at least for women and children should form the object of an international convention.

International investigations have shown that the system of three shifts of eight hours for works with continuous furnace was necessary and perfectly practicable. Also the A. I. for the P. L. D. T. had recognized that the time had come to carry it into effect by international agreement.

We consider, therefore, that an agreement might be made on:

(a) To fix 14 years as the age of the admission of children to industrial, commercial and agricultural work, and to extend the school age to 14.

(b) To prohibit night work, and in industries with continuous furnace, to women and youths of under 18 years of age.

(c) To make compulsory the weekly rest on Sunday and on the afternoon of Saturday, subject to exceptions for some occupations, where the Saturday afternoon rest would be transferred to another day in the week.

(d) To fix the maximum length of the working day at ten hours for all workmen.

(e) To reduce this to eight hours for mines, works with continuous furnace, unhealthy industries, and ports.

Hygiene and Safety

The laws of hygiene and of safety for workmen are more or less developed and very considerably in one State or another. They have not yet been the subject of investigation from an international point of view, but the capitalist development tends in all countries to unify the methods of technical working; scientific progress is international. It would be advisable for the various legislations to tend, if not to entirely conform, at least, to co-operate more closely.

Agreements, however, could at once be made as to the application, within a very short time, of a uniform system for all railways of automatic coupling applicable to all trucks.

In the same manner an arrangement could be provided for the common struggle against industrial poisons, dangerous processes, and illnesses pertaining to occupations.

Control and Statistics

How can a permanent arrangement be ensured in the various countries which would necessitate a struggle against industrial poisons, dangerous and unhealthy processes of manufacture, and illnesses arising from occupations? How can efforts be co-ordinated in a methodical manner?

On the other hand, how can the carrying out of the Labor clauses in an international treaty be ensured on the part of the States as that of private persons? The carrying out of political clauses and economic clauses depends exclusively on Governments and their more or less positive sanction is known.

But when a Government, in order to comply with its diplomatic engagements, has passed in its laws such and such a clause of protection of Labor it may be indifferent to its application.

It is almost certain to encounter the hostility of some employers. It might encounter opposition from a certain portion of unenlightened public opinion or from some political parties. How shall it resist and act with energy for the actual application of the stipulation of the Treaty?

On the other hand, the wording of international agreements may give rise to different interpretations, Paragraph 3 of Article 1 of the Convention of Berne, on the prohibition of night work for women, says: "On each of the contracting States falls the duty of defining what is to be understood by industrial enterprises."

Article 3 states: "The prohibition of night work may be revoked (1) in case of force majeure; (2) while the work applies either to raw material or to materials in process of manufacture which would be liable to deteriorate very rapidly." This wording allows of contradictory opinions, which can in fact, annul the agreement.

In order to ensure the application of the agreements it is necessary to lay down regulations, arrangements as to detail, and is it not, therefore, necessary under these circumstances to unify as much as possible the working arrangements and regulations?

The unification of statistical methods with respect to Labor questions appears also indispensable if it is desired to permit of useful comparisons and the rational utilization of such statistics.

The necessity of controlling the performance of the clauses of bilateral treaties or international agreements is already admitted in principle.

By the Treaty of the 15th April, 1904, "the Italian Government undertakes throughout the Kingdom, and more particularly in the districts where industrial labor is developed, to complete the organization department of inspection working under the authority of the State, and offering for the application of the laws guarantees similar to those offered by the Department of Inspection in France. The Italian Government agrees to publish an annual report giving details of the application of the laws and regulations relating to female and child labor. The French Government gives the same undertaking."

The International Convention of Berne (1906) on the prohibition of

female night labor provides that "the Governments shall acquaint each other by diplomatic channel of the laws and regulations on the subject of the present convention which are or will be in force in their country, as well as of the periodical reports concerning the application of these laws and regulations."

The Franco-Danish Treaty of the 9th August, 1911, stipulates that the differences relating to international protection of Labour are those which are to be submitted to arbitration.

At the International Conference of Berne (1906), England proposed to appoint a Commission for the purpose of "Superintending the carrying out of the provisions of this Convention. The duty of the Commission shall be to give an opinion on such litigious questions and complaints as may be submitted to it. Its duty shall be only to investigate and examine. On all questions and complaints submitted to it it shall draw up a report, which will be communicated to the interested States.

"As a last resource a question in dispute shall at the request of one of the contracting parties be submitted to arbitration.

"In cases where the contracting parties are willing to call a conference on the subject of the condition of workers the Commission shall undertake to discuss the program and shall serve as a channel of transmission for the exchange of preliminary opinions." On account of the obstinate opposition of Germany the proposal was withdrawn and changed into a resolution, accepted by Denmark, Spain, France, England, Italy, Luxembourg, the Netherlands, Portugal, and Switzerland.

It is chiefly on this pretext that all international control was an attack upon the national sovereignty of the State that Germany rejected the English proposal. But the International Sugar Convention of the 5th March, 1902, established an international commission for the purpose of superintending the execution of the provisions of that convention. The object of this commission will be: (a) To ascertain whether, in the contracting States, any direct or indirect bounty is granted to the export of sugar; (b) To ascertain whether the States mentioned in Article 6 (Spain, Italy, and Sweden) continue to observe the special condition laid down (not to export sugars); (c) To ascertain the existence of bounties in the non-signatory States, and to estimate the amount with a view to the application of Article 4 (special of entry affecting sugar coming from countries which grant bounties); (d) To give an opinion on litigious questions; (e) To investigate the application for admissions to the Union of States which had not taken part in this present convention."

The powers of this commission are, therefore, very wide, and it

really appears that the States have in this case made a more serious attack on their sovereignty than would have been made by the adoption of the English proposal.

Peace must permit that no account be taken of German opposition, and that the establishment of such an international commission be one of the bases preparing the Federation of the United States of Europe.

This, on the contrary, would not prevent the States from engaging in the creation or development of the national inspection of work, in their respective countries, but as it is chiefly the workers in each country who are the most interested in the application of each international Labour legislation one of the best international guarantees of its strict application would be to summon the national Labour organisations of every country to participate in controlling the applications.

The International Association for the Legal Protection of Workmen has already created an international Labour office, not official although subsidized by a certain number of Governments, the headquarters of which are at Berne.

This office might be entrusted, in collaboration with syndical secretariate, with the co-ordination of the various inquiries, statistic methods, comparative reports of international conventions, judgment of international inquiries, examination of everything concerning the development and application of Labour Legislations, protection, hygiene and safety of the workers. The Governments to contribute to the expenses in a proportion to be fixed.

Emigration and Immigration

It is not sufficient alone to ensure to all workers a certain amount of reciprocity, guarantees of material order, as far as concerns social insurances, the limitation of the hours of labour, hygiene and safety. Can they not also be ensured a certain number of guarantees of moral order, respecting the right to work and its corollary, the contract of labour as regards the safety and liberty and the dignity of Labour?

The development of capitalism, the ever increasing needs of manual labour of great modern industries, the removal, particularly in industrial States, of rural populations, emigration of workmen, emigration at certain seasons or emigration of longer duration demands this.

Immediately the war is over, when the vacancies caused by the hecatombs of the battlefield must be filled, when a new impulse may be expected to be given industry, an intense need of foreign labour will make itself felt in all the industrial countries of Europe.

No one disputes even the principles of the right of every man to

work where he can occupy his energies, even out of his own country. The French working class, faithful to their international principles, less than anyone.

But in every country capitalism has caused the wholesale importation of foreign labour to become a fighting weapon against national labour. Free Traders of Protectionists are the opponents of every measure for protecting Labour. They have never understood that the result of such importation, without necessity and without measure, only resulted in lowering the level of living of the whole working classes, and consequently to cause real prejudice to their own national industry, to its technical development and general progress.

The solution, however, must be found in the sense of justice and equity and the peace which we are told is to be the victory of right, and justice ought to bring it to us.

Labour, like capital, internationalizes itself more and more. Like capital, it must have its legal international rules for the performance of the clauses of the contracts of Labour which must be secured in the same way as the clauses of an industrial or commercial contract.

In every country the syndical right of the worker must be recognized, and the foreign workman should enjoy in the place where he works all syndical guarantees enjoyed by the national worker, and in such case have the right of taking part in the administration of his syndicate. He must be no longer at the mercy of arbitrary administration governed by the employers. The right of administrative expulsion must be limited, and be no longer admitted for acts of syndical or corporative nature. Sentences of expulsion, moreover, should always be capable of being appealed against before a legal tribunal. Labour emigrations would have to be organized methodically. The supply should be dealt with internationally. Labour emigrants should be directed only where the want of labour is severely felt. Emigrants ought never to receive wages nor be subjected to conditions below normal wage conditions of labour customary in the town or district for labourers of the same occupation or the same specialty. Wages and conditions ought to be those specified in the contracts made between the masters and workmen syndicates, or in default of contracts those wages and conditions must be ascertained by mixed commissions composed of delegates from the masters and workmen's syndicates, as formulated and expressed in our report on foreign labour.

The countries of emigrants have, in settlement of the question, an interest equal to that of the countries of immigration. It is just as important that emigrants do not rashly arrive to disturb the Labour market, increase unemployment, lower the general standard of living, as much as others are interested in the fact that the emigrants are not

exposed to distress and unemployment, to being exploited without scruple and without measure.

A certain number of countries which export Labour have already established emigration departments, and are willing to come to an agreement for regulating the question. It seems that an agreement could easily be made on this matter.

To the emigration department of exporting countries response must be made by the immigration department of importing countries (report of foreign labour).

But on account of the industrial development which is no doubt about to manifest itself in some of the European countries which until now have been large exporters of labour, emigration from such sources will gradually diminish. Search therefore will be made and has already commenced, for labour among the populations at a still lower level of living, among the natives of our Colonies of Africa, and Asia, among the Chinese, Japanese or Hindus.

It is and will then be the duty of democratic countries not to permit these elements to be treated as pariahs delivered without mercy to capitalist exploitation. It will be the duty of the peoples which import this labour to see to their instruction and education and raise them to the level of life of the workmen of the country.

Very severe regulations must be enacted so that these labourers shall not be exploited either by slave-drivers (taskmasters, middlemen, decoys, caterers, etc.) The recruiting, hiring, and employment of such labour must be subject to the same conditions as those provided for European labour. It must enjoy all syndical guarantees, all laws of insurance, limitation of working hours, of hygiene and safety.

On the same footing as national labour, it must have the same wages and conditions of work.

It may even, perhaps, be necessary to organize special control for the factories or districts where it is employed.

Peace Conference Adopted at International Trade-Union Conference in Berne, October, 1917¹

I. Freedom of Travel

(a) The enactment of prohibitions of emigration shall not be permissible.

(b) The enactment of general prohibitions of immigration shall not be permissible.

This provision shall not affect—

1. The right of each State to order temporary restrictions of

¹Source.—Monthly Review of the U. S. Bureau of Labor Statistics Vol. VI. No. 3, March 1918.

immigration in times of economic depression in order to protect native labor as well as alien immigrant labor.

2. The right of each State to control and temporarily restrict immigration in order to protect the national health.

3. The right of each State to stipulate minimum requirements as to the ability of immigrants to read and write their mother tongue in order to protect its national culture and in the efficient enforcement of the protective labor laws relating to industries in the branches of which immigrant labor is being prevailingly employed.

(c) The signatory states shall obligate themselves to incorporate in their legislation at the earliest possible date provisions which prohibit the hiring of contract labor from abroad and the activities for the same purpose of employment bureaus operated for profit.

(d) The signatory States shall obligate themselves to compile labor-market statistics from organized public employment offices and to interchange these statistics at the shortest possible intervals through an international central bureau, in order to prevent migration of labor to countries in which the chances for employment are small. These statistical reports shall be made accessible to labor organizations in particular.

II. Right of Coalition

(a) The right of free coalition shall be granted in all countries to workmen. Laws and decrees (domestic-service laws, prohibitions of coalition, etc.), which differentiate between individual classes of workmen or deprive them of the right of coalition and of representation of their economic interests, shall be abrogated. Immigrant labor shall enjoy the same rights as native labor with respect to participation and activity in trade-union organizations, including the right to strike.

(b) Interference with workmen in the exercise of the right of coalition shall be made punishable.

(c) Alien workmen shall have the benefit of those wage and labor conditions which have been agreed upon by trade-unions organizations with the employers of their trade. Where such agreements do not exist the prevailing wage rate of their trade in the locality shall be applicable to alien workmen.

III. Social Insurance

(a) Countries which so far have not introduced insurance against sickness, industrial accidents, invalidity, old age, and unemployment shall obligate themselves to introduce such insurance at the earliest possible date.

(b) Immigrant workmen shall without consideration of the probable duration of their sojourn in the foreign country have the same status as to rights and duties in all branches of social insurance as native workmen.

(c) Workmen temporarily employed outside of their country (on assembling of machinery, etc.), as well as transportation workers (seamen, etc.), who usually work within the territories of several states shall be subject to insurance in that State in which the enterprise employing them is located.

(d) All documents and certificates relating to social insurance shall be executed without charge and be exempt from fiscal dues.

(e) Alien workmen who have departed from the country in which they have a legal claim to pension shall not lose their claims provided their own country has acknowledged the principle of reciprocity. Detailed provisions as to this question as well as to the mode of payment of the pensions and the regulation of the control of the pensioners shall be made in international treaties.

(f) These treaties shall also regulate whether trade diseases shall be considered as industrial accidents.

(g) Claims on the unemployment insurance of a country become extinct on departure from the country in which the claims have been acquired. Whether claimants shall be granted a travel subsidy is to be regulated by a treaty.

IV. Hours of Labor

(a) The daily hours of labor for all workmen may not exceed ten hours. The signatory states shall obligate themselves to issue legal regulations, according to which the daily hours of labor shall at fixed intervals be reduced in such a manner that after a time limit to be fixed by agreement the eight-hour workday shall generally become the maximum legal workday.

(b) The hours of labor in mines, establishments with continuous operation, and in industries especially injurious to the health of the workmen shall be reduced to a maximum of eight hours per day.

(c) Night work between 8 P. M. and 6 A. M. shall be legally prohibited for all establishments in which night-work is not made necessary by the nature of their operation or for technical reasons. In establishments in which night work is permitted the hours of labor shall not exceed eight hours per shift.

(d) All workmen shall be granted by law a weekly continuous rest period of at least 36 hours during the period from Saturday to Monday. Exceptions from this Sunday rest may be made only for the performance of labor required for the resumption of operation on Monday,

for establishments which for technical reasons must be operated continuously, and for those activities which serve for the recreation and education of the people on Sunday. In all of these cases a thirty-six-hour continuous rest period must be granted on week days. Exceptions are to be designated precisely in the law. In order to assure a thirty-six-hour continuous weekly rest period, establishments with continuous operation shall organize reserve shifts. The changing of shifts is to be so regulated that each workman is off duty at least every third Sunday.

(e) Those establishments whose processes are especially injurious to the health of workmen shall in each country be precisely designated by decree or law.

V. Hygiene

(a) The signatory Governments shall obligate themselves to promote in their countries the development of legislation on industrial hygiene. In particular, endeavor shall be made to achieve uniformity of hygiene regulations for the individual industries, and to further a continuous common effort against the use of industrial poisons and particularly dangerous methods of production.

(b) In the work in the field of occupational hygiene designated under (a), the list of industrial poisons compiled by the International Association for Labor Legislation shall be used. Such poisons as can be replaced by less dangerous substances or materials shall be excluded from use in industrial establishments.

(c) Special regulations as to maximum hours of labor shall be agreed upon for the establishments designated under IV (e) having regard to the extent of occupational danger connected with the individual branches of industry.

VI. Home Work

(a) All laws and decrees relating to the protection of labor shall be applicable to home work.

(b) Social insurance shall be extended to home workers.

(c) Home work shall be prohibited:

1. In the case of all work which may involve serious injuries to the health of workmen or their poisoning.

2. In the food, beverage, tobacco, etc., industries.

(d) It shall be made obligatory for home workers to notify the authorities whenever they are inflicted with an infectious disease.

(e) Medical inspection of juvenile home workers, analogous to inspection of school children, is to be introduced in all countries.

(f) The keeping and inspection of lists of all workers and intermediary undertakers (subcontractors) in home industry, as well as the keeping of wage books for all home workers, shall be made obligatory.

(g) Equipartisan wage boards shall be established in all districts having home industries and shall determine legally binding wage rates. Lists showing the wage rates shall be posted in the workrooms.

VII. Protection of Child and Juvenile Labor

(a) Children under 15 years of age shall be prohibited from exercising any gainful occupation.

(b) Juvenile workers 15 to 18 years of age may not be employed longer than 8 hours per day and must be granted $1\frac{1}{2}$ hours' rest after 4 hours of continuous labor. Provision shall be made for the instruction of male and female juvenile workers in continuation and trade schools, the hours of instruction to fall between 8 a.m. and 6 p.m. Juvenile workers must be granted time to attend these schools.

(c) The employment of juvenile workers shall be prohibited between 8 p.m. and 6 a.m., and on Sundays and holidays; in establishments particularly injurious to the health; in mines on underground labor.

VIII. Protection of Female Labor

(a) The hours of labor of all female workers and salaried employees in large and small industrial establishments, trades, commerce, transportation, and public traffic, as well as in home industries, shall be limited to eight hours per day and 44 hours per week. On Saturdays the hours of labor shall terminate at noon (12 o'clock) so that such female workers and salaried employees shall be assured a continuous rest of at least 42 hours until Monday morning. Employment of female workers during the time between 8 p.m. and 6 a.m. shall be prohibited.

(b) Undertakers (entrepreneurs) shall be prohibited from giving female workers and employees work to take home to be done after termination of the hours of labor.

(c) The employment of female workers in industries particularly injurious to the health (IV (e)) and in mines both above and below ground shall be generally prohibited.

(d) Before and after confinement women may not be employed in industry for a total period of 10 weeks, of which 6 weeks must fall in the time after confinement. The introduction of maternity insurance with a minimum benefit equivalent to the legal sick benefit shall be made obligatory for all states.

IX. Enforcement of Protective Labor Legislation

(a) An efficient industrial inspection service for large and small industrial establishments, trades, home industries, commerce and transportation, as well as for agricultural establishments using machinery, shall be organized and developed in all countries.

(b) The officers of the inspection service shall be appointed from among technical experts, as well as from among workmen and salaried employes. Their number shall be sufficiently large to insure the inspection of each establishment at least once every half year. The officers of the inspection service shall be granted executive power and be compensated adequately so as to insure their independence. Women shall be employed as inspection officers for the enforcement of the provisions relating to female labor.

(c) Trade-unions organized by virtue of the right of coalition, which is to be granted in all countries, shall cooperate in the efficient enforcement of protective labor legislation. Trade-unions in particular shall be obligated to aid the industrial inspection officers through their committees, secretariats, etc.

(d) In order to assure enforcement of protective labor legislation, owners of establishments with at least five workmen speaking only a foreign language shall be legally obligated to establish at their own expense and under supervision of the educational authorities courses of instruction in which the immigrant workmen may learn the language of the country.

(e) The International Association for Labor Legislation shall explicitly be recognized in the peace treaty as the medium for the promotion and enforcement of international protective labor legislation. The International Labor Office maintained by this association shall collect and publish in the three principal languages all socio-political material, such as statistics, social insurance and labor laws, important decrees and orders, etc., supervise the enforcement of socio-political agreements incorporated in international treaties, remain in constant communication with the central labor offices or Government departments charged with the duties of labor offices, prepare on request opinions on various matters relating to socio-political legislation, undertake the preparation and direction of international investigations in this field, and make studies of everything relating to the development and application of social legislation. The international Labor Office shall in particular act as intermediary in the quick exchange of labor market statistics (I (d)) among the various countries.

(f) The International Federation of Trade-Unions shall be granted representation in the International Labor Office.

(g) The International Labor Office shall periodically convoke the international congresses for the promotion of labor and social legislation to which the signatory states shall send official representatives. The signatory Governments shall bind themselves to aid in the realization of the resolutions of these congresses.

(h) The costs of maintenance of this office shall be borne by the signatory states.

In connection with the adoption of a program as to peace demands the International Conference of Trade-Unions addresses to the representatives of the trade-unions and of labor of all countries the urgent appeal to work with all means at their disposal for the recognition and realization of these demands of labor. All national central organizations of trade-unions shall obligate themselves to submit to their Governments at the earliest possible date the demands formulated by the conference and to induce them to support at the peace negotiations the acceptance of the international demands of labor. The conference demands and expects from the Governments of all countries participating in the peace negotiations the admission of representatives of the trade-unions of each country to the discussion and determination of the social-economic part of the peace conditions.

Resolutions Adopted Inter-Allied Conference, Feb. 14, 1915¹

(1) This conference cannot ignore the profound general causes of the European conflict, itself a monstrous product of the antagonisms which tear asunder capitalist society and of the policy of colonial dependencies and aggressive imperialism, against which international Socialism has never ceased to fight, and in which every Government has its share of responsibility.

The invasion of Belgium and France by the German armies threatens the very existence of independent nationalities, and strikes a blow at all faith in treaties. In these circumstances a victory for German imperialism would be the defeat and the destruction of democracy and liberty in Europe. The Socialists of Great Britain, Belgium, France, and Russia do not pursue the political and economic crushing of Germany; they are not at war with the peoples of Germany and Austria, but only with the Governments of those countries by which they are oppressed. They demand that Belgium shall be liberated and compensated. They desire that the question of Poland shall be settled in accordance with the wishes of the Polish people, either in the sense of autonomy in the midst of another State, or in that of complete independence. They wish that throughout all Europe, from

¹Source.—Labour Year Book 1916, 1 Victoria Street, London, S. W.

Alsace-Lorraine to the Balkans, those populations that have been annexed by force shall receive the right freely to dispose of themselves.

While inflexibly resolved to fight until victory is achieved to accomplish this task of liberation, the Socialists are none the less resolved to resist any attempt to transform this defensive war into a war of conquest, which would only prepare fresh conflicts, create new grievances and subject various peoples more than ever to the double plague of armaments and war.

Satisfied that they are remaining true to the principles of the International, the members of the conference express the hope that the working classes of all the different countries will before long find themselves united again in their struggle against militarism and capitalist imperialism. The victory of the Allied Powers must be a victory for popular liberty, for unity, independence, and autonomy of the nations in the peaceful federation of the United States of Europe and the World.

(2) On the conclusion of the war the working class of all the industrial countries must unite in the International in order to suppress secret diplomacy, put an end to the interests of militarism and those of the armament makers, and establish some international authority to settle points of difference among the nations by compulsory conciliation and arbitration, and to compel all nations to maintain peace.

(3) The conference protests against the arrest of the deputies of the Duma, against the suppression of Russian Socialist papers and the condemnation of their editors, as well as against the oppression of Finns, Jews, Russian and German Poles.

Memorandum on War Aims Adopted by the Inter-Allied Labor and Socialist Conference, 1918

The War

The Inter-Allied Conference declares that whatever may have been the causes of the outbreak of war it is clear that the peoples of Europe, who are necessarily the chief sufferers from its horrors, had themselves no hand in it. Their common interest is now so to conduct the terrible struggle in which they find themselves engaged as to bring it, as soon as may be possible, to an issue in a secure and lasting peace for the world.

Making the World Safe for Democracy

Whoever triumphs, the peoples will have lost unless an international system is established which will prevent war. What would

it mean to declare the right of peoples to self-determination if this right were left at the mercy of new violations, and was not protected by a super-national authority? That authority can be no other than the League of Nations, in which not only all the present belligerents, but every other independent state, should be pressed to join.

The nations, being armed solely for self-defense and for such action as the League of Nations may ask them to take in defense of international right, will be left free, under international control either to create a voluntarily recruited force or to organize the nation for defense without professional armies for long terms of military service.

To give effect to the above principles, the Inter-Allied Conference declares that the rules upon which the League of Nations will be founded must be included in the treaty of peace, and will henceforth become the basis of the settlement of differences. In that spirit the Conference expresses its agreement with the propositions put forward by President Wilson in his last message:

(1) That each part of the final settlement must be based upon the essential justice of that particular case, and upon such adjustments as are most likely to bring a peace that will be permanent.

(2) That peoples and provinces are not to be bartered about from sovereignty to sovereignty as if they were mere chattels and pawns in a game, even the great game now forever discredited of the balance of power; but that

(3) Every territorial settlement involved in this war must be made in the interest and for the benefit of the populations concerned, and not as a part of any mere adjustments of compromise of claims amongst rival states.

(4) That all well-defined national aspirations shall be accorded the utmost satisfaction that can be accorded them without introducing new or perpetuating old elements of discord and antagonism that would be likely in time to break the peace of Europe, and, consequently, of the world.

Territorial Questions

It is the supreme principle of the right of each people to determine its own destiny that must now decide what steps should be taken by way of restitution or reparation, and whatever territorial readjustments may be found to be necessary at the close of the present war.

Any adjustments of boundaries that become necessary must be based exclusively upon the desire of the people concerned.

Upon the basis of the general principles herein formulated the Conference proposes the following solutions of particular problems:

(a) Belgium

The Conference emphatically insists that a foremost condition of peace must be the reparation by the German government, under the direction of an International Commission, of the wrong admittedly done to Belgium; payment by that government for all the damage that has resulted from this wrong; and the restoration of Belgium as an independent sovereign state, leaving to the decision of the Belgian people the determination of their own future policy in all respects.

(b) Alsace and Lorraine

The Conference declares that the problem of Alsace and Lorraine is not one of territorial adjustment, but one of right, and thus an international problem, the solution of which is indispensable if peace is to be either just or lasting.

The Treaty of Frankfort at one and the same time mutilated France and violated the right of the inhabitants of Alsace and Lorraine to dispose of their own destinies, a right which they have repeatedly claimed.

The new treaty of peace, in recognizing that Germany, by her declaration of war of 1914, has herself broken the Treaty of Frankfort, will make null and void the gains of a brutal conquest and of the violence committed against the people.

France, having secured this recognition, can properly agree to a fresh consultation of the population of Alsace and Lorraine as to its own desires.

The treaty of peace will bear the signatures of every nation in the world. It will be guaranteed by the League of Nations. To this League of Nations France is prepared to remit, with the freedom and sincerity of a popular vote, of which the details can be subsequently settled, the organization of such a consultation as shall settle forever, as a matter of right, the future destiny of Alsace and Lorraine, and as shall finally remove from the common life of all Europe a quarrel which has imposed so heavy a burden upon it.

(c) The Balkans

The Conference lays down the principle that all the violations and perversions of the rights of the people which have taken place, or are still taking place, in the Balkans, must be made the subject of redress or reparation.

Serbia, Montenegro, Rumania, Albania and all the territories occupied by military forces should be evacuated by the hostile forces. Wherever any population of the same race and tongue demands to be united this must be done. Each such people must be accorded full

liberty to settle its own destiny, without regard to the imperialistic pretensions of Austria, Hungary, Turkey or other state.

Accepting this principle, the Conference proposes that the whole problem of the administrative reorganization of the Balkan peoples should be dealt with by a special conference of their representatives or in case of disagreement by an authoritative international commission on the basis of (a) the concession within each independent sovereignty of local autonomy and security for the development of its particular civilization of every racial minority; (b) the universal guarantee of freedom of religion and political equality for all races; (c) a Customs and Postal Union embracing the whole of the Balkan states with free access for each to its natural seaport; (d) the entry of all the Balkan states into a federation for the concerted arrangement by mutual agreement among themselves of all matters of common interest.

(d) Italy

The conference declares its warmest sympathy with the people of Italian blood and speech who have been left outside the boundaries that have, as a result of the diplomatic agreements of the past, and for strategic reasons, been assigned to the Kingdom of Italy, and supports their claim to be united with those of their own race and tongue. It realizes that arrangements may be necessary for securing the legitimate interests of the people of Italy in the adjacent seas, but it condemns the aims of conquest of Italian Imperialism and believes that all legitimate needs can be safeguarded, without precluding a like recognition of the deeds of others or annexation of other people's territories.

Regarding the Italian population dispersed on the eastern shores of the Adriatic, the relations between Italy and the Jugo-Slav population must be based on principles of equity and conciliation, so as to prevent any cause of future quarrel.

If there are found to be groups of Slavonian race within the newly defined Kingdom of Italy or groups of Italian race in Slavonian Territory, mutual guarantees must be given for the assurance to all of them, on one side or the other, of full liberty of local self-government and of the natural development of their several activities.

(e) Poland and the Baltic Provinces

In accordance with the right of every people to determine its own destinies, Poland must be reconstituted in unity and independence with free access to the sea.

The Conference declares further, that any annexation by Germany,

whether open or disguised, of Livonia, Courland or Lithuania would be a flagrant and wholly inadmissible violation of international law.

(f) The Jews and Palestine

The Conference demands for the Jews in all countries the same elementary rights of freedom of religion, education, residence and trade and equal citizenship that ought to be extended to all the inhabitants of every nation. It further expresses the opinion that Palestine should be set free from the hard and oppressive government of the Turk, in order that this country may form a free State, under international guarantee, to which such of the Jewish people as desire to do so may return and may work out their own salvation free from interference by those of alien race or religion.

(g) The Problem of the Turkish Empire

The Conference condemns the handing back to the systematically cruel domination of the Turkish government any subject people. Thus, whatever may be proposed with regard to Armenia, Mesopotamia and Arabia, they cannot be restored to the tyranny of the Sultan and his Pashas. The Conference condemns the imperialist aims of governments and capitalists who would make of these and other territories now dominated by the Turkish hordes merely instruments either of exploitation or militarism. If the peoples of these territories do not feel themselves able to settle their own destinies, the Conference insists that, conformably with the policy of "no annexations," they should be placed for administration in the hands of a Commission acting under the Super-National Authority or League of Nations. It is further suggested that the peace of the world requires that the Dardanelles should be permanently and effectively neutralized and opened like all the main lines of marine communication, under the control of the League of Nations, freely to all nations, without hindrance or customs duties.

(h) Austria-Hungary

The Conference does not propose as a war aim dismemberment of Austria-Hungary or its deprivation of economic access to the sea. On the other hand, the Conference cannot admit that the claims to independence made by the Czecho-Slovaks and the Jugo-Slavs must be regarded merely as questions for internal decision. National independence ought to be accorded, according to rules to be laid down by the League of Nations, to such peoples as demand it, and these communities ought to have the opportunity of determining their own groupings and federations, according to their affinities and interests.

If they think fit, they are free to substitute a free federation of Danubian states for the Austro-Hungarian Empire.

(i) The Colonies and Dependencies

The International has always condemned the colonial policy of capitalist governments. Without ceasing to condemn it, the Inter-Allied Conference nevertheless recognizes the existence of a state of things which it is obliged to take into account.

The Conference considers that the treaty of peace ought to secure to the natives in all colonies and dependencies effective protection against the excesses of capitalist colonialism. The Conference demands the concession of administrative autonomy for all groups of people that attain a certain degree of civilization, and for all the others a progressive participation in local government.

The Conference is of opinion that the return of the colonies to those who possessed them before the war, or the exchange or compensations which might be effected, ought not to be an obstacle to the making of peace.

Those colonies that have been taken by conquest from any belligerent must be made the subject of special consideration at the Peace Conference as to which the communities in their neighborhood will be entitled to take part. But the clause in the treaty of peace on this point must secure economic equality in such territories for the peoples of all nations, and thereby guarantee that none are shut out from legitimate access to raw materials; prevented from disposing of their own products, or deprived of their proper share of economic development.

As regards more especially the colonies of all the belligerents in Tropical Africa, from sea to sea, including the whole of the region north of the Zambesi and south of the Sahara, the Conference condemns any imperialist idea which would make these countries the booty of one or several nations, exploit them for the profit of the capitalist or use them for the promotion of the militarist aims of the government.

With respect to these colonies the Conference declares in favor of a system of control, established by international agreement, under the League of Nations and maintained by its guarantee, which, whilst respecting national sovereignty, would be alike inspired by broad conceptions of economic freedom and concerned to safeguard the rights of the natives under the best conditions possible for them, and in particular:

(1) It would take account in each locality of the wishes of the people, expressed in the form which is possible for them.

(2) The interests of the native tribes as regards the ownership of the soil would be maintained.

(3) The whole of the revenues would be devoted to the well-being and development of the colonies themselves.

Economic Relations

IV. The Inter-Allied Conference declares against all the projects now being prepared by imperialists and capitalists, not in any one country only, but in most countries, for an economic war, after peace has been secured, either against one or other foreign nation or against all foreign nations, as such an economic war, if begun by any country, would inevitably lead to reprisals, to which each nation in turn might in self-defense be driven. The main lines of marine communication should be open without hindrance to vessels of all nations under the protection of the League of Nations. The Conference realizes that all attempts at economic aggression, whether by protective tariffs or capitalist trusts or monopolies, inevitably result in the spoliation of the working classes of the several countries for the profit of the capitalists; and the working class see in the alliance between the military imperialists and the fiscal protectionists in any country whatsoever not only a serious danger to the prosperity of the masses of the people, but also a grave menace to peace. On the other hand, the right of each nation to the defense of its own economic interests, and in face of the world-shortage hereinafter mentioned, to the conservation for its own people of a sufficiency of its own supplies of foodstuffs and raw materials, cannot be denied. The Conference accordingly urges upon the labor and Socialist parties of all countries the importance of insisting, in the attitude of the government towards commercial enterprise, along with the necessary control of supplies for its own people, on the principle of the open door, and without hostile discrimination against foreign countries. But it urges equally the importance, not merely of conservations, but also of the utmost possible development, by appropriate government action, of the resources of every country for the benefit not only of its own people, but also of the world, and the need for an international agreement for the enforcement in all countries of the legislation on factory conditions, a maximum eight-hour day, the prevention of "sweating" and unhealthy trades necessary to protect the workers against exploitation and oppression, and the prohibition of night work by women and children.

V. The Inter-Allied Conference insists that in view of the probable world-wide shortage, after the war, of exportable foodstuffs and raw materials, and of merchant shipping, it is imperative, in order to prevent the most serious hardships, and even possible famine, in one

country or another, that systematic arrangements should be made on an international basis for the allocation and conveyance of the available exportable surpluses of these commodities to the different countries, in proportion, not to their purchasing powers, but to their several pressing needs; and that, within each country, the government must for some time maintain its control of the most indispensable commodities, in order to secure their appropriation, not in a competitive market mainly to the richer classes in proportion to their means, but, systematically, to meet the most urgent needs of the whole community on the principle of "no cake for anyone until all have bread."

VI. The Inter-Allied Conference holds that one of the most imperative duties of all countries immediately peace is declared will be the restoration, so far as may be possible, of the homes, farms, factories, public buildings, and means of communication whatever destroyed by war operations; that the restoration should not be limited to compensation for public buildings, capitalist undertakings and material property proved to be destroyed or damaged, but should be extended to setting up the wage-earners and peasants themselves in homes and employment; and that to insure the full and impartial application of these principles the assessment and distribution of the compensations, so far as the cost is contributed by any international fund, should be made under the direction of an international Commission.

The Conference will not be satisfied unless there is a full and free judicial investigation into the accusations made on all sides that particular governments have ordered, and particular officers have exercised, acts of cruelty, oppression, violence and theft against individual victims, for which no justification can be found in the ordinary usages of war. It draws attention in particular to the loss of life and property of merchant seamen and other noncombatants (including women and children) resulting from this inhuman and ruthless conduct. It should be part of the conditions of peace that there should be forthwith set up a Court of Claims and Accusations, which should investigate all such allegations as may be brought before it, summon the accused person or government to answer the complaint, to pronounce judgment, and award compensation or damages, payable by the individual or government condemned, to the persons who had suffered wrong, or to their dependents. The several governments must be responsible, financially and otherwise, for the presentation of the cases of their respective nationals to such a Court of Claims and Accusations, and for the payment of the compensation awarded.

International Conference

VII. The Inter-Allied Conference is of opinion that an International Conference of Labor and Socialist organizations, held under proper conditions, would at this stage render useful service to world democracy by assisting to remove misunderstandings, as well as the obstacles which stand in the way of world peace.

Awaiting the resumption of the normal activities of the International Socialist Bureau, we consider that an International Conference held during the period of hostilities, should be organized by a committee whose impartiality cannot be questioned. It should be held in a neutral country, under such conditions as would inspire confidence; and the Conference should be fully representative of all the labor and Socialist movement in all the belligerent countries accepting the conditions under which the Conference is convoked.

Resolution Adopted by Scandinavian Labor Conference at Copenhagen, Sept. 11, 12, 13, 1918¹

The struggle for the eight-hour day shall be accelerated. As it has previously been asserted by the international Scandinavian Labor Conference, the length of the working day has been objectionable in the past, both from a sanitary and cultural point of view.

Now, as well as in the past, complete unity exists to the effect that the efforts on the part of the labor organizations to have the working hours reduced be continued, and it is recommended also, in view of the prevailing unemployment, that this question be placed in the foreground in connection with the contemplated planning of the organizations' work.

It is, however, clear to the conference that a thoroughly satisfactory solution of the question of working hours can only be attained through the medium of a statutory maximum working day, which should as a rule be eight hours, and the laboring class must therefore exercise all its political influence to attain this aim.

In furtherance of this task the conference recommends to the labor organizations of the three Scandinavian countries to set forth a demand at an early date calling for the introduction of a bill by which the old and legitimate demand of the laborers may be realized.

Pan-American Federation of Labor Objects of Permanent Organization²

1. The establishment of better conditions for the working people who emigrate from one country to another.

¹ Monthly Labor Review, U. S. Bureau of Labor Statistics, Jan., 1919.

² Pan-American Labor Press, Wednesday, December 11th, 1918.

2. The establishment of a better understanding and relationship between the peoples of the Pan-American Republics.

3. To utilize every lawful and honorable means for the protection and promotion of the rights, the interests and the welfare of the peoples of the Pan-American Republics.

4. To utilize every lawful and honorable means for the purpose of cultivating the most favorable and the friendly relations between the labor movements and the peoples of the Pan-American Republics.

**Resolutions Adopted at the Pan-American Conference, Laredo,
November, 1918¹**

"Whereas, We, the delegates of the first Pan-American Federation of Labor Conference, meeting at such a critical time in the world's history, realizing that the problems now confronting humanity in the building of an enduring peace are no less acute than the problems of war, and being deeply and fervently desirous that in the reshaping of the world's affairs the most critical consideration be given those principles that make for an enduring peace and create equality of opportunity for the peoples of all the nations; and

"Whereas, The time has arrived when the organized labor movement, with full understanding of its rights, its powers and resources, its value and contributions to society, must bring forward its most profound, constructive thought, calculated to establish and insure the principles of true democracy; therefore, be it

"Resolved, That we declare that the following essential fundamental principles must underlie the Peace Treaty as well as the principles of all civilized nations:

"A league of the free people of the world in a common covenant for genuine and practical cooperation to secure justice and therefore peace in relations between nations.

"No political or economic restrictions meant simply to benefit some nations and to cripple others.

"No reprisals based upon vindictive purposes, or deliberate desire to injure, but to right manifest wrongs.

"Recognition of the rights of small nations and of the principle 'No people must be forced under a sovereignty under which it does not wish to live.'

"No territorial changes or adjustment of power except in furtherance of the welfare of the peoples affected and in furtherance of world peace.

"And, be it further

"Resolved, That in addition to these basic principles there should be

¹ Source—Pan-American Labor Press, December 4, 1918.

incorporated in the treaty which shall constitute the guide of nations in the new period and conditions into which we are entering, the following declarations fundamental to the best interests of all nations and of vital importance to wage earners.

"That in law and in practice the principles shall be recognized that the labor of a human being is not a commodity or article of commerce.

"Industrial servitude shall not exist except as a punishment for crime whereof the party shall have been duly convicted.

"The right of free association, free assemblage, free speech and free press shall not be abridged.

"That the seamen of the merchant marine shall be guaranteed the right of leaving their vessels when the same are in safe harbor.

"No article or commodity shall be shipped or delivered in international commerce in the production of which children under the age of sixteen years have been employed or permitted to work.

"It shall be declared that the basic workday in industry and commerce shall not exceed eight hours per day.

"Trial by jury should be established."

Peace Proposals Submitted by Austrian Delegates at Stockholm, 1917¹

The Stockholm Conference

The following are the programs submitted by the Austrian and Hungarian delegates:—

A. Austrian

- (1) Peace should in general be on the basis of no annexations.
- (2) All bourgeois Governments being equally to blame for the war, an investigation of the question of responsibility would be unprofitable.
- (3) Belgium and Serbia should be restored, the latter being given access to the sea through Montenegro. The Balkan States should form an alliance to realize their need and demands by mutual agreement. The Southern Slavs should remain in the Monarchy, but receive autonomy, for which the delegates pledge themselves to work.
- (4) Finland and Poland should be independent. Galicia and Prussian Poland should remain part of the Austrian and German Empire, but with complete autonomy, which should also be given to Austrian Ruthenes. It is to be expected that the new Polish state will soon find a basis for a permanent agreement with Germany and Austria.

¹ Source—Daily Review of the Foreign Press, Enemy Press Supplement, Great Britain, No. 2, 1917, May to October, June 14, 1917.

(5) The delegates assert that the Austrian State preserves the national existence of small nations.

(6) They declare against economic war as suggested in the Paris Conference of 1916 and stand for the restoration of free movement by land and sea, abolition of tariffs, the open door in all colonies, internationalization of trade routes by sea, etc. Privateering, arming of merchant vessels, extension of contraband to include food, clothing materials, etc., should be abolished, and warfare by sea and air confined to legitimate methods of warfare.

German Majority Socialist Program Submitted at Stockholm, 1917¹

German Social Democracy seeks a peace by understanding. Just as it demands guarantees for the free political, economical and cultural development of its own people, so it condemns the violation of the vital interests of other nations. Only such a peace will include any lasting guarantees; only such a peace will make it possible for nations to get out of the atmosphere of hostile tension and place all their strength to the service of social development and to the furtherance of the highest civilisation, national and human.

In accordance with this general aim we have agreed to the scheme of the Council of Workers at Petrograd for a peace without annexations and indemnities and abased on the right of each nation to determine its own life. Therefore, we have adopted the following attitude on these various points:

(1) Annexations

We oppose any violent seizure of territories. In case of a change of frontiers by understanding, the population concerned must, if it still wishes to belong to the old State confederation, be secured a legal and economic possibility of removing and declining to be annexed. It is understood that rejection of the principle of annexations involves the restoration of the colonies which have been seized.

(2) War Indemnities

Insistence on War Indemnities is also undesirable. Such insistence would mean the complete ruin of one of the countries at war. Every day of further war increases the amount of sacrifice in blood and property to such an extent, that on this ground alone a postponement of peace would be a heavy responsibility. A lasting peace would,

¹ Source.—Great Britain. Daily Review of Foreign Press. Enemy Press Supplement No. 2, May to October. June 28, 1917.

moreover, be out of the question if one nation were to be economically in bondage to another.

(3) Restoration

We are in favor of political restoration—that is to say, the re-establishment of national independence.

We must, however, repudiate the idea of one-sided obligation to make good the ravages of war in the countries affected. Such damage is done by both sides equally, when there is advance and retreat, and in part through the actual battle, in part by the measures necessary for military security. Any subsequent attempt to fix the liability or inquire into the exact origin or justification of any individual case of damage, would be extremely difficult, and to fix the liability on one side only would be exacting an indemnity under another name.

In the case of countries which are unable to restore the commercial prosperity they have lost through the war by their own efforts, provision can be made, by agreement, for international financial help.

We Socialists regard the loss of private property as the damage least worth consideration. The greatest loss caused by the war, the loss of human life, is irreparable.

(4) The Rights of Nations

By this term we understand the right of the people to maintain or to re-establish their political independence.

The first group to be considered are those countries which, like Belgium, Serbia, and other Balkan States, have not lost their independence through the war.

We are for the restoration to Belgium of her independence; she should not be subject either to Germany, England or France. As regards Serbia and the other Balkan States, we are in accord with the views of our Austrian comrades.

A second group to be considered are those countries which, having lost their former independence, find themselves freed, through the war, from the foreign yoke. Such are Congress Poland and Finland. These should not be denied the right of independence. Other alien territories, so long as there is not question of national independence, should at least be granted autonomy to enable them to develop their national life.

A third group consists of formerly independent and highly cultured nations, who, having been the victims of Imperialism, have experienced no change in their position through the war. These are Ireland, Egypt,

Tripoli, Morocco, India, Thibet, Corea, and other countries which were at one time independent.

German Social Democracy is in sympathy with the efforts of all these people to obtain the restoration of their freedom, and would rejoice if Socialists in the countries ruling these nations would raise their voices in favour of freeing them from foreign rule.

(5) National Autonomy

If by national autonomy is meant cultural autonomy for sections of a country speaking a foreign tongue and belonging to a larger confederation of States, German Social Democracy will stand for autonomy in the future as it has done in the past. As regards Germany, there are the claims of our citizens in North Schleswig, Posen, West Prussia, as well as in Alsace-Lorraine who speak Danish, Polish and the French mother-tongue. We condemn strongly every encroachment upon the use of the mother-tongue, as well as of her handicaps on the free development of their particular national character and culture, and consider that the existence of democratic conditions in all countries would help to bring about a good understanding between one people and another, and one Kultur and another.

With regard to the position of different nationalities within the Austro-Hungarian States Federation, we are also in accord with the pronouncement of our Austrian comrades.

(6) Alsace-Lorraine

As regards Alsace-Lorraine, it first ought to be said that it never could be regarded as an independent national State, or in any way a special nationality. Ethnographically, nine-tenths of its population is of German nationality. Only eleven and four-tenths per cent of the population speak French as their mother tongue. Further, Alsace-Lorraine has not during the war changed hands. It has, apart from a small sector, remained within the German range of power. Originally belonging to Germany politically and ethnographically, Alsace-Lorraine territories were in the course of time severed from Germany by France through forcible annexation. At Frankfurt in 1871 they recovered their original position with the State. Therefore it is quite unjust to speak of the historical right of France. To return Alsace-Lorraine by violent force would be nothing else than annexation by France, and must therefore be rejected according to the principle of peace without annexations.

German Social Democracy demands for Alsace-Lorraine equal rights as an independent federal state within the German Empire, as well as

free political extension of internal legislation and administration. Moreover, French comrades before the war declared that agreement to settling the question of Alsace-Lorraine in this sense of federal equality and wide internal political autonomy. This settlement corresponds, too, to the repeated and recently expressed will of the Parliament of Alsace-Lorraine, elected by general, equal, direct and secret franchise. The principle of peace without annexations of course does not preclude a friendly settlement regarding the rearrangement of frontiers, wherever they may be.

II. Feature of International Agreement

The right of each people to political independence and freedom for economic development can only be permanently guaranteed by such success as the Peace contractors may have in laying the foundation of their future National Independence, it will then be the work of the coming years of peace to extend National rights, labour rights, citizenship rights and International Trade Right on uniform principles, with the object of drawing all into an increasingly close fellowship.

(1) Decision of International Law

Already the preliminary statement as to the objects of the war to which the committee and the Reichstag Fraction of the Social Democratic Party are committed, demands an effort to secure a lasting peace through the establishment of International Law as a matter of the highest moral duty.

In accordance with the resolutions of the Copenhagen International Socialist Congress of 1916, we demand of peace treaties the recognition of an International Court of Arbitration, before which all disputes between individual States should be brought.

In order to guard against the violations of the international treaties a "supernational legal organisation" should be created.

(2) Disarmament and Freedom of the Seas

There should be arrangements in the Peace Treaties for the limitation of Armaments by land and sea. The object should be the creation of a people's army for the defence of their own country against attack by an enemy, or forcible oppression. The term of service should be, by international agreement, as short as possible, in the various branches of the Service.

The weapon to be used in war should be limited by agreement. Armament works should be nationalized. The delivery of arms and munition from neutral countries to countries at war should be internationally prohibited. The right to seize ships' cargoes at sea should

be abolished. The arming of merchant ships should be prohibited. States and channels of importance to world-traffic and inter-oceanic canals should be under International control.

There should be efficient guarantee for the security of world trade during war time. Contraband should be defined by International Agreement. Raw material for wearing apparel and food stuffs should be eliminated from the list of Contraband. Private property should be insured against encroachment by the countries at war. The Postal service between countries at war and enemy countries and between the several neutral countries should be guaranteed. The conception of blockade must be clearly defined.

(3) Economic and Social Political Questions

In order that the rapprochement of the Nations may not be checked, arrangements should be considered in the Peace Treaty to ensure the war not being carried on as a trade war.

Freedom of communication by land and water must be re-established.

The system of Protection should be abolished. The most favoured nation clause may be admitted in the Peace Treaties. The abolition of Customs Duties and other barriers to intercourse must remain the goal of trade-policy.

For the Colonies, the "open door" that is to say, equal right for all nations to develop their trade, should be secured.

International freedom, the right of coalition, workmen's protection and insurance, women workers and children's protection, and Home Industry should be regulated according to the published programme of the International Federation of Trade Unions.

(4) Abolition of Secret Diplomacy

We demand that all treaties and agreements between the States should be subject to the democratic control of the representatives of the people.

III. Practical Realisation of These Aims

We call attention to our statements 1 and 2. In the interest of a speedy peace, it appears to us urgent in the first place to discuss the economic and social-political questions. Expert Commissions can undoubtedly do much valuable preliminary work in disentangling economic and national problems. It cannot, however, be denied that for International Socialism peace must be brought about with the utmost possible speed, and we are convinced this can only be attained by ar-

riving at an understanding based on the principles "No annexations, no indemnities," before any special Commission is appointed at all.

IV. Action of the International

European neutrals have all without exception been drawn into more or less sympathy through the war. The new regulations should therefore provide for economic, social, political, and legal questions of an international character.

That chosen representatives of nations should co-operate seems self-evident in view of the experiences the Proletariats of the several countries at war have had of parliaments in the course of the war, it would seem that the power of Parliaments to curtail the war depends on the Socialists putting as much pressure as possible both on their government and parliaments.

The further question as to the co-operation of the International during peace negotiations is thus fully answered. The influence of the Socialistic Parties over Governments, representatives of the people, and on the Official Peace Conference itself must become increasingly strong in every country at war.

V. Activity of the Socialistic Parties for Peace

We come thus to the question added to the list of questions on June 7, at the request of the German Delegation.

Report of Each Delegation in the Work of Its Party in Favour of a Permanent Peace

The Executive of the German Social Democratic Party has published in two volumes a "collection of Declarations, Manifestos and Reichstag speeches" in which the position of the Party to the war and to peace aims is set out. This collection proves that the social Democratic Party of Germany which, like all other Socialist Parties, adheres in principle to the basis of National Defense, has worked since the first day of the war for the conclusion of peace, and that it recognizes no basis for a peace by reconciliation, but the readiness of the enemy to agree to such a peace. But the German Social Democratic Party has not been content to limit its work for peace to the Parliamentary speeches, manifestoes and declarations contained in this collection. It has held peace meetings in all parts of the Empire, and had petitions distributed and signed in all parts of the Empire, in which the Government were asked to pronounce their readiness for peace negotiations, with an absolute repudiation of all plans of conquest.

This work for peace has met with great success. Unfortunately, the

attempts of the party to unite the broken ties with the Socialists Parties of England and France were unsuccessful.

Work for peace can only promise success if it is undertaken at the same time on both sides. That might and could, in our opinion, have happened long ago without either side demanding of the other anything which could be regarded as a surrender of the cause of its own people. We must on all sides say clearly that our duty is to defend our people, but not the task of punishing other people for the real or alleged transgressions of their Governments. In this sense the German Party has worked without interruption.

VI. General Socialist Conference

We agree unreservedly to take part in a general Socialist Peace Conference, because we regard it as the inevitable duty of a Socialist to work for peace. A comparison of the attitude of the Socialist Parties would be much simplified if all sections were to publish a collection of documents as to their activity for peace in the form chosen by us.

We cannot bring ourselves to believe that an investigation of the question of guilt would further the aims of the Conference. There can be no good in quarrelling over the past, the object rather is to reconcile ourselves for the future, that is, the bringing about at the earliest possible date a permanent peace corresponding to our principles and ideals.

We have no objection to the representation of the general conference of all socialist Minority Parties.

(Signed) Ebert Scheidemann, Heine, Muller, Molkenbuhr, Ed. David, E. Fischer, Sassenbach, G. Bauer, C. Legien.

Manifesto of the Independent Socialists of Germany. Submitted Stockholm, 1917¹

The Independent Social Democratic Party of Germany in its peace policy, as in its whole policy, starts from the common interests of the international proletariat and the social movement.

These interests require immediate peace. We demand the conclusion of peace, and international agreement, and general disarmament. That is the most effective means of strengthening again everywhere the weakened bodies of the peoples, and of again helping within measureable time the revival of the oppressed economic life of the peoples. Only by this can the domination of militarism be broken, and the relations of the peoples with one another be put upon a permanently peaceful

¹ Great Britain. Daily Review of Foreign Press. Enemy Press Supplement, No. 2, May to October. August 2, 1917.

footing. We demand the most complete freedom of international trade and communication, as well as international freedom of movement for the free development of the economic forces of the world, and for the rapprochement and union of the peoples.

We demand international treaties for the protection of the workers from exploitation, especially for the protection of women and children, in accordance with the principles of international Social Democracy. With the enormously increased use that is made of woman-power in the process of social production, the recognition of full political rights for women is a social necessity.

Indispensable is the recognition of the equal rights of all inhabitants of a State, without regard to State allegiance, race, language, religion. This includes the protection of national minorities for the active practice of their national life.

The national, like the social, liberation of the peoples cannot be the work of a war of the Governments, but only the work of a democracy, for whose full realisation the peoples have to wage without respite the urgent combat. The supervision of the foreign policy of the Governments by the democracy of each State will lead to the avoidance of aggressive acts. Secret treaties are to be abolished. All State treaties are henceforth to be made dependent on the agreement of the representatives of the people.

The era of great internal changes before which we stand will bring about the solution of the many problems which the war has raised or intensified. But these questions ought not to be solved by wars or the disasters of war. The evil of the war is much greater than the evil which it is, in the opinion of the politicians, calculated to mend.

Without regarding the State frontiers, which are the result of conquests, and often are in contradiction with the needs of the peoples, as inviolable, we reject war in all cases, and therefore its prolongation also, as a means of adjusting State frontiers. Changes in frontiers must be made dependent on the assent of the population concerned, and must not be arbitrary acts imposed by force.

Every attempt to oppress any people in whatever form we decisively reject.

Since the beginning of the war we have consistently demanded a peace without annexations and contributions on the basis of the right of the peoples to self-determination. Irreconcilable with Socialist principles is the idea which sprung from militaristic thought and nationalist might policy, makes its attitude to a problem dependent upon the military situation at the time, and therefore leads to a different verdict upon one and the same question at every stage of the war.

It is not our task here to put forward a programme for every single question which will play a part at the conclusion of peace. Nevertheless, we make the following declaration on the subject of the questions which are the central point of the discussion.

The restoration of Serbia as an independent State is an unconditional necessity. We do not deny that the movement of the Serbs towards union in a national State is well founded. The creation of such a State, and its amalgamation with the other Balkan States into a republican Balkan federation, would be the surest means of establishing permanently satisfactory conditions in the Balkans, of excluding the intervention of foreign countries, and of removing the Eastern question as the cause of war. But to pursue this aim by the war only means to prolong it uselessly.

We understand the deep longing of the Polish nation for national unity. The standpoint of determining the right of the Poles to national independence through the military situation, of granting this right to the Poles in Russian Poland, but on the other hand of refusing it to the Prussian and Austrian Poles, is in contradiction to the right of self-determination; but we refuse to continue the war as a means of carrying through this right. In the same way we reject this means of solving the question of Alsace-Lorraine, and thereby find ourselves in agreement with Engels and Jaures. To prolong the war for the sake of Alsace-Lorraine means today that the whole world, Alsace-Lorraine included, is to be laid waste because of the controversy about the national needs of this population, and that more men will be annihilated on the battlefield than there are inhabitants in Alsace-Lorraine. But just as Engels in 1892, more than 20 years after the Peace of Frankfurt, so we to-day cannot shut our eyes to the fact that the population of Alsace-Lorraine, which was annexed against its will in 1871, will never be quiet until it has an opportunity of giving its own vote, directly and uninfluenced, as to what State it is to belong to. If this vote is given in complete freedom and quiet, perhaps after a time to be determined in the treaty of peace, and if its result is recognized beforehand as decisive for the final solution of the controversy, then we shall have buried the fatal conflict which has separated Germany and France for nearly half a century now, which promotes militarism on the one side and on the other, lays a heavy economic burden on both States, and places great obstacles in the path of democracy; a terrible nightmare would be removed from all Europe, and not least from all Germany. The German people would economically, politically and morally win far more thereby than it could lose even if the decision were other than what it expects. The complete independence, self-

government, of Belgium is incontrovertible. In the fulfillment of the solemn oath which the German Government gave at the beginning of the war, the Belgian people must be indemnified for the damage caused by the war, and especially for the economic values of which it has been deprived. Such a reparation has nothing to do with that kind of war indemnity which means the plundering of the vanquished, and which we accordingly repudiate. As opponents to every sort of policy of conquest and foreign rule, we reject as before the policy of colonial conquests. The possession of any single colony without self-government by the native population is nothing else than the possession of slaves, and, like slavery, inconsistent with our principles. . . . Moreover, the possession of colonies is not requisite for industrial development. Hence neither reasons based upon the rights of the economic interests of the working classes, nor simple political insight demands that in the peace treaty there should be adjustments of colonial territories which might be the cause of a new war. The peace treaty will only be secured when an international force watches over it. We do not look to see this force in an inter-national governing authority, but in the international Socialist proletariat. Only when the International is made independent and strong, when the proletariat lends it everywhere its full power to control governments and to maintain peace will there come in the future, in place of disastrous world armaments, a situation of mutual trust.

First of all, the proletariat in every country must do everything to bring about the end of the war and to achieve peace. The precondition for the attainment of this aim is the independence of the Social Democratic Parties towards Imperialistic Governments. The formation of a common peace programme is important, but this programme is empty smoke if it is not supported by an energetic international action on the part of the masses. Every Government must be required to accept the international peace programme unconditionally. Credits must be refused to every Government that rejects this programme, or gives a prevaricating answer, or does not declare itself ready to enter into immediate peace negotiations on the basis of this programme. It must be fought with the utmost decision. To initiate such a common peace action and to promote it will be the first task of the proposed international peace conference. It must bring together all genuine Socialist elements which are resolved to work in this sense with all their energy for peace. A proletarian organization that holds aloof from this action sacrifices thereby its right to count any longer as an organization of international Socialism.

Proposals Adopted at the Thirty-Seventh Annual Convention of the American Federation of Labor ¹

1. The combination of the free peoples of the world in a common covenant for genuine and practical co-operation to secure justice and therefore peace in relations between nations.

2. Governments derive their just power from the consent of the governed.

3. No political or economic restrictions meant to benefit some nations and to cripple or embarrass others.

4. No indemnities or reprisals based upon vindictive purposes or deliberate desire to injure, but to right manifest wrongs.

5. Recognition of the rights of small nations and of the principle, "no people must be forced under sovereignty under which it does not wish to live."

6. No territorial changes or adjustment of power except in furtherance of the welfare of the peoples affected and in furtherance of world peace.

In addition to these basic principles which are based upon declarations of our President of these United States, there should be incorporated in the treaty that shall constitute the guide of nations in the new period and conditions into which we enter at the close of the war the following declarations, fundamental to the best interests of all nations and of vital importance to wage earners:

1. No article or commodity shall be shipped or delivered in international commerce in the production of which children under the age of 16 have been employed or permitted to work.

2. It shall be declared that the basic work day in industry and commerce shall not exceed eight hours.

3. Involuntary servitude shall not exist except as a punishment for crime whereof the party shall have been duly convicted.

4. Establishment of trial by jury.

The governments of the various nations shall exchange labor representatives, according to them the same authority and honor that is given any other diplomat. Governments have long been accustomed to exchange commercial, industrial and financial representatives, and we submit that this concept ought to be widened to include not only the above-named interests but also those who furnish the human labor energies essential to co-ordination for production.

¹Source.—Proceedings of the Thirty-Seventh Annual Convention of the American Federation of Labor, 1917.

Statement Adopted at Thirty-Eighth Annual Convention of the American Federation of Labor¹

Because we believe that an effort in advance of the Peace Congress to apply these fundamental principles (Peace Proposals adopted 1917) to concrete problems would result only in hindering and possibly imperiling the work of the representatives in the Peace Congress by limiting the scope and the effectiveness of the negotiatory powers of those who may represent the American Government and labor movement, we deem it unwise at this time to formulate concrete declarations in regard to problems that will come before the Peace Congress. In addition, the progress attending the military events will undoubtedly greatly change the problems from time to time.

We are in accord with that program of world peace stated by the President of the United States in his address to Congress on January 8, 1918.

Peace Aims Set Forth in the Party Program of the Socialist Party (U. S.)²

2. Federation of Peoples

We call for a Federation of the Peoples of the World, neutral as well as present belligerents, and that this Federation be organized at the time of the peace conference.

We demand that the Federation take measures looking to the reduction of armaments to the point of eventual elimination. If the will to peace is there, economic pressure will be an adequate weapon against recalcitrants. And, finally, we demand that this Federation shall give international recognition to the union principles of the minimum wage, systematic reduction of the hours of labor based on the development of machinery, and the abolition of child labor.

Trade Union Proposal to the Prime Minister³

Mr. W. A. Appleton, secretary of the Management Committee of the General Federation of Trade Unions, has sent to the Prime Minister a communication, in which he says:

The Management Committee (of the General Federation of Trade Unions) respectfully suggest that you, as Prime Minister of Great Britain, should bring before your colleagues in the Cabinet the desirability of discussing with the Governments of Allied Powers the

¹Source.—Proceedings 38th Annual Convention American Federation of Labor, 1918.

²Source.—Congressional Platform of the Socialist Party, 1918. 803 W. Madison Street, Chicago, Ill.

³Manchester Guardian, September 4, 1916.

possibility of agreements dealing internationally with the labour of women and children, of night work, weekly rest days, and the maximum length of the working day, both for hazardous and non-hazardous occupations. You are also asked to use your influence and power to promote the appointment of an Allied commission of inquiry into the laws of hygiene and safety, and the best method of applying these industrially and socially. Railways, ships, docks, and mines offer immediate opportunities for the adoption of automatic and other aids to safety and an arrangement should be made for a common struggle against industrial poisons, dangerous processes, and illnesses pertaining to occupations.

These are not pleas for classes but for States. The Allied nations are soon to be faced with grave recuperative problems. Dissatisfaction and inefficiency will dangerously affect their chances. They ought to secure the willing, intelligent, and educated co-operation of all their peoples, and maintain those peoples in healthy efficiency if they are to avert disaster.

The Management Committee has recently conferred with representative leaders of workmen from Belgium, France, and Italy, and in those countries working-class opinion is strongly in favour of ameliorative labour legislation on international lines, with agreements incorporated in treaties framed prior to or in connection with the treaties that end in peace. It is hoped that Russia and Portugal may also be induced to assist in framing a common standard of well-being. If this is done the Allied Powers will set a great example not only to neutral but to enemy countries.

The Management Committee of the General Federation of Trade Unions is profoundly impressed with the importance of preventive and constructive action and will await with grave anxiety your reply. When this has been received steps will be taken in conjunction with our Allied colleagues to approach other Governments with a view to stimulating their sympathies and activities."

Mr. Asquith's private secretary has acknowledged the letter, which he says will receive attention.

**La Résolution Finale Votée à L'Unanimité Des Délégués De La
Conférence Nationale De Clermont-Ferrand, Décembre
23, 24, 25, 1917¹**

"La Conférence rappelle les formules suivantes, qui sont celles du président Wilson et de la Révolution Russe, et qui furent toujours et sont restées celles de la classe ouvrière française:

¹ Rapports des Comités et des Commissions. XIX Congrès Corporatif, tenu à Versailles, du 15 au 18 Juillet, 1918. P. 35.

"Pas d'annexion, droit des peuples à disposer d'eux-mêmes, reconstitution dans leur indépendance et dans leur intégrité territoriales des pays actuellement occupés, réparation des dommages causés, pas de contributions de guerre, pas de guerre économique succédant aux hostilités, liberté des détroits et des mers, institution de l'arbitrage obligatoire pour régler les différends internationaux, constitution de la Société des Nations.

"Pour ces raisons, la Conférence affirme le droit pour la classe ouvrière de tout les pays, et pour celle de France en particulier, de participer à une Conférence internationale et de la susciter au besoin."

Resolutions Adopted at the Conference at Clermont-Ferrand, December 23, 24, 25, 1917¹

"The Conference recalled the following statements, which are those of President Wilson and the Russian Revolution, and which always have been and still are those of the French working class:

"The stop of annexation, the right of people to prescribe for themselves, reconstitution in their independence and in their territorial honesty of the country actually occupied, reparation for the damages which have occurred, a stop of contribution of war, the stop of economic war following on the hostilities, freedom of the Channel and the sea, institution of obligatory arbitration for deciding international differences, constitution of the Society of Nations.

"For these reasons, the Conference declared the right of the working class of all countries, and that of France in particular, of participating in an international Conference and of calling it together in an emergency."

Austrian Society for Workmen's Protection Memorial on International Labour Law²

Peace Treaties: Demands of Labour

A memorial on international labour law has been handed to the authorities by the Austrian Society for Workmen's Protection. The memorial regrets that, in the negotiations connected with the Eastern peace the opportunity of regulating the legal position of itinerant labourers has been neglected; and expresses the hope that in the treaties with the industrially highly developed Western Powers, at least,

¹ Reports of Committees and Commissions, presented at the 19th Corporate Congress, held at Versailles, July 15-18, 1918.

² Source.—Saziale Praxes July 25, 1918, August 27, 1918. Great Britain Daily Review of Foreign Press.

measures will be taken to lay down principles for the establishment and increase of international social insurance. Attention is drawn to the similar demands of the sister institution in Germany—the Society for Social Reform—and of the International Catholic Union, Zurich; as well as of different trade unions in various countries. . . . Spheres of work already touched upon are: Child welfare, home employment, working hours in factories busy night and day, protection against diseases of occupation, equalization of legislation for sickness, accident, old-age, and invalidity insurance, as well as for widows and orphans, is of the greatest importance. Finally, the memorial demands the abrogation of the law prohibiting payment of debts to alien enemies, and desires that the latter should obtain complete satisfaction of their claims. (Soziale Praxis, July 25.)

Memorandum of June 11, 1918, Submitted by the International Association for Labor Legislation to the Swiss Federal Council Through the Economic Department ¹

In view of the declaration of the High Federal Council that it would support the creation of a league of nations, the International Association for Labor Legislation requests the Federal Council that when a world peace conference offers suitable opportunity, it lay stress upon the following considerations and demands in the interests of international protection of labor:

Switzerland not only has been the home of those international institutions which serve to care for the wounded on the battle fields and to facilitate business intercourse in the whole world, but also is the point of origin and the seat of the movement for the international protection of the human productive forces. The agreement of Berne of 1906 relating to the prohibition of industrial night work of women and of the use of poisonous phosphorus in the match industry, as well as the drafts of international treaties of 1913 relating to the prohibition of night work of juvenile workers and the establishment of a 10-hour work day for juvenile workers and women, denote great progress, because experience has shown that such general treaties offer to socially progressive countries like Switzerland the opportunity to develop their own national legislation, while in the case of bipartite treaties political considerations which have nothing to do with the protection of labor frequently necessitate that the less progressive legislation be considered.

The directorate of the International Association for Labor Legis-

¹ Source.—Monthly Labor Review, U. S. Department of Labor, Bureau of Labor Statistics, Vol. VII, No. 5, Nov., 1918.

lation is convinced that the sections of the association fully agree with it that the treaties of Berne of 1906 and the drafts of 1913 form valuable initial steps toward a system of agreements for the protection of labor and that the mutual obligation of the various countries included in the peace treaty to develop this system would be of great importance. These obligations should include:

1. The revival of the international protective labor treaties of Berne of 1906.

2. The adoption of the draft of 1913 relating to the protection of juvenile workers with reservation of the right to shorten the 10-hour work day by the number of hours' attendance at continuation schools required, should attendance be made compulsory.

3. The supplementation of the preceding agreement by one relating to the protection of children and establishing (after the model of Switzerland) 14 years as the minimum age for admission to employment in all industrial establishments employing more than 5 workers, **with the reservation of the right to raise this minimum** if development of the continuation-school system requires it, and advancing the minimum age to 16 years (after the model of most American mining States, Holland, Luxemburg, and Spain) for underground employment in mines.

4. The adoption of the draft of 1913 relating to the 10-hour work day for female workers, supplemented by provisions requiring shorter hours on Saturdays, in industrial establishments employing more than 10 workers, whereby the weekly hours of labor would be reduced to 54 (as in Norway), and providing for eight weeks' leave for women with child, distributed over the period before and after confinement (after the model of Germany and in supplementation of article 69 of the Swiss factory law).

5. The introduction of eight-hour shifts in mining (after the model of England) and in establishments with continuous operation (in accordance with the principle laid down in article 53, paragraph 3, of the Swiss factory law), which, according to the resolutions of the International Association, should form the subject of an international agreement to become effective after the conclusion of peace.

6. The regulation by special agreement of the Sunday rest, and in particular the abrogation of the numerous exceptions from the Sunday and holiday rest.

7. For protection against industrial poisoning, the addition to the international treaty of 1906 of Berne prohibiting the use of white phosphorus in the match industry, of an international prohibition of the use of other injurious substances (especially lead compounds) for which

substitutes exist; and of an international prohibition of the employment of children and juveniles on work with such substances, and in establishments particularly dangerous for women, of the employment of women also.

8. The enactment of international safety measures for workers engaged in international transportation on water and on land (after the model of the United States).

9. The assurance, through international agreement, of the protection of legal claims of workers abroad against unequal treatment, with respect to their pension claims in all fields of social insurance, and provision for the neutralization, even in case of war, of the insurance contributions of alien workers, through the transfer of their claims to a neutral country.

10. The conclusion of a special agreement regulating the labor contract, in order to prevent international labor disputes.

This agreement should guarantee the recognition of the right of free coalition by a revision (like that of Switzerland) that collective agreements shall not be set aside by private special agreements (article 322, 323, of the Swiss law on obligations) and should assure the enactment of minimum wage laws, covering underpaid occupations, such as now are in force in Australia, England, France, Norway, and a number of States in the United States of America, and the introduction of which has been found necessary in Germany by the military authorities, for the clothing industry, and in Switzerland, for the embroidery industry.

11. Provision for the protection of emigrant labor through international agreements and organizations; the limitation of the duration of the labor contracts of colonial contract labor to one-half year in mining and to a maximum of 3 years in agriculture, as proposed by the International Association for the Protection of Native Labor.

12. A special international agreement providing that the reports of supervisory officials as to the enforcement of protective laws be made in comparable form.

The International Association for Labor Legislation would be designated as the recognized official agency for the enforcement and promotion of protective labor legislation and would charge the International Labor Office in Basel created by it with the scientific preparation of the form which these reports shall take, as a means of the international protection of labor. The signatory countries would have to assure the furnishing of the funds required for the development of the International Labor Office as a social-statistical central office and bureau of information.

To each of the above agreements should be added a proviso under

which the agreement could be amended every 6 to 10 years in accordance with the progress of international labor legislation. These amendments would automatically replace the minimum demands incorporated in the peace treaty.

APPENDIX B
DOCUMENTS CONCERNING
LABOR STANDARDS
RECOGNIZED BY
UNITED STATES GOVERNMENT

Report of President's Mediation Commission, January 9, 1918

RECOMMENDATIONS

The causes of unrest suggest their own means of correction:

1. The elimination to the utmost practical extent of all profiteering during the period of the war is a prerequisite to the best morale in industry.

2. Modern large-scale industry has effectually destroyed the personal relation between employer and employee—the knowledge and co-operation that come from personal contact. It is therefore no longer possible to conduct industry by dealing with employees as individuals. Some form of collective relationship between management and men is indispensable. The recognition of this principle by the Government should form an accepted part of the labor policy of the Nation.

3. Law, in business as elsewhere, depends for its vitality upon steady enforcement. Instead of waiting for adjustment after grievances come to the surface there is needed the establishment of continuous administrative machinery for the orderly disposition of industrial issues and the avoidance of an atmosphere of contention and the waste of disturbances.

4. The eight-hour day is an established policy of the country; experience has proved justification of the principle also in war times. Provision must of course be made for longer hours in case of emergencies. Labor will readily meet this requirement if its misuse is guarded against by appropriate overtime payments.

5. Unified direction of the labor administration of the United States for the period of the war should be established. At present there is

an unrelated number of separate committees, boards, agencies, and departments having fragmentary and conflicting jurisdiction over the labor problems raised by the war. A single-headed administration is needed, with full power to determine and establish the necessary administrative structure.¹

6. When assured of sound labor conditions and effective means for the just redress of grievances that may arise, labor in its turn should surrender all practices which tend to restrict maximum efficiency.

7. Uncorrected evils are the greatest provocative to extremist propaganda, and their correction in itself would be the best counter-propaganda. But there is need for more affirmative education. There has been too little publicity of an educative sort in regard to labor's relation to the war. The purpose of the Government and the methods by which it is pursuing them should be brought home to the fuller understanding of labor. Labor has most at stake in this war, and it will eagerly devote its all if only it be treated with confidence and understanding, subject neither to indulgence nor neglect, but dealt with as a part of the citizenship of the State.

W. B. WILSON,
Chairman.

ERNEST P. MARSH.

VERNER Z. REED.

JACKSON L. SPANGLER.

JOHN H. WALKER.

FELIX FRANKFURTER,
Secretary and Counsel.

MAX LOWENTHAL,
Assistant Secretary.

Principles and Policies to Govern Relations Between Workers and Employers in War Industries for the Duration of the War

THERE SHOULD BE NO STRIKES OR LOCKOUTS DURING
THE WAR

Right to Organize

The right of workers to organize in trade-unions and to bargain collectively through chosen representatives is recognized and affirmed. This right shall not be denied, abridged, or interfered with by the employers in any manner whatsoever.

The right of employers to organize in associations of groups and to

¹ The direction of the labor administration for the war was later delegated to the Secretary of Labor.

bargain collectively through chosen representatives is recognized and affirmed. This right shall not be denied, abridged, or interfered with by the workers in any manner whatsoever.

Employers should not discharge workers for membership in trade-unions, nor for legitimate trade-union activities.

The workers, in the exercise of their right to organize, shall not use coercive measures of any kind to induce persons to join their organizations nor to induce employers to bargain or deal therewith.

Existing Conditions

In establishments where the union shop exists the same shall continue, and the union standards as to wages, hours of labor, and other conditions of employment shall be maintained.

In establishments where union and non-union men and women now work together and the employer meets only with employees or representatives engaged in said establishments, the continuance of such conditions shall not be deemed a grievance. This declaration, however, is not intended in any manner to deny the right or discourage the practice of the formation of labor unions or the joining of the same by the workers in said establishments, as guaranteed in the last paragraph, nor to prevent the War Labor Board from urging or any umpire from granting, under the machinery herein provided, improvement of their situation in the matter of wages, hours of labor, or other conditions as shall be found desirable from time to time.

Established safeguards and regulations for the protection of the health and safety of workers shall not be relaxed.

Women in Industry

If it shall become necessary to employ women on work ordinarily performed by men, they must be allowed equal pay for equal work and must not be allotted tasks disproportionate to their strength.

Hours of Labor.

The basic eight-hour day is recognized as applying in all cases in which existing law requires it. In all other cases the question of hours of labor shall be settled with due regard to governmental necessities and the welfare, health, and proper comfort of the workers.

Maximum Production

The maximum production of all war industries should be maintained and methods of work and operation on the part of employers or workers which operate to delay or limit production, or which have a tendency to artificially increase the cost thereof, should be discouraged.

Mobilization of Labor

For the purpose of mobilizing the labor supply with a view to its rapid and effective distribution, a permanent list of the number of skilled and other workers available in different parts of the nation shall be kept on file by the Department of Labor, the information to be constantly furnished—

1. By the trade-unions.
2. By State employment bureaus and Federal agencies of like character.
3. By the managers and operators of industrial establishments throughout the country.

These agencies shall be given opportunity to aid in the distribution of labor as necessity demands.

Custom of Localities

In fixing wages, hours, and conditions of labor, regard should always be had to the labor standards, wage scales, and other conditions prevailing in the localities affected.

The Living Wage

1. The right of all workers, including common laborers, to a living wage is hereby declared.
2. In fixing wages, minimum rates of pay shall be established which will insure the subsistence of the worker and his family in health and reasonable comfort.

APPENDIX C

TABLES SHOWING

CHILD LABOR STANDARDS

OF STATES

Minimum Age Standards for Employment of Children in Factories, Stores, Etc., in the United States

In this summary laws relating to minimum age in factories, stores, and "all gainful occupations" (when so specified) are noted, including the amendments of 1918. Laws prohibiting employment in dangerous occupations, street trades and theatrical exhibitions are not considered. "Factories, stores, etc.," often represents specific terms in a law so broad in its scope that it is practically equivalent to a law affecting all occupations except agricultural pursuits and domestic service. Often where the word "factory" is used in the summary, the law actually specified all "manufacturing establishments," a broader term than factories. In the same way, "stores" often represents the broader term "mercantile establishments" in the law. In addition to these laws, many States have prohibitions of employment of children under 14 in any occupation during school hours not noted here. Requirements for employment certificates (not specified here) may in practice raise the minimum age in many instances. Compulsory education laws, which in some cases in effect raise the minimum age for employment, are omitted.

Minimum Age 16

Montana.....	16	In factories, or where any machinery is operated.
Ohio.....	Boy 15 Girl 16	In all occupations.

Minimum Age 15

California.....	15	In factories, stores, etc., or in any other place of labor. ¹
Michigan.....	15	In factories, stores, etc. ²

¹ 12 during school vacation; exemptions over 14 allowed: (1) outside school hours (2) on account of poverty, and (3) for elementary school graduates. Agricultural and horticultural pursuits and domestic service exempted outside school hours.

² 14 outside school hours.

South Dakota.....	15	In any work for compensation during school hours. 14 in factories, etc., at other times. ¹
Texas.....	15	In factories, etc. ²

Minimum age 14

Alabama.....	14	In any gainful occupation. ³
Arizona.....	14	In factories, stores, etc. ⁴
Arkansas.....	14	In any gainful occupation. ⁵
Colorado.....	14	In factories, stores, etc. ⁶
Connecticut.....	14	In factories, stores, etc.
Delaware.....	14	In any establishment or occupation. ⁷
District of Columbia.....	14	In factories, stores, etc. ⁸
Florida.....	14	In factories, etc.
Georgia.....	14	In factories. ⁹
Idaho.....	14	In factories, stores, etc. ¹⁰
Illinois.....	14	In factories, stores, etc.
Indiana.....	14	In any gainful occupation. ¹¹
Iowa.....	14	In factories, and in stores where more than eight persons are employed. ¹²
Kansas.....	14	In factories, etc.
Kentucky.....	14	In factories, stores, etc.
Louisiana.....	14	In factories, stores, etc., or in any other occupa- tion. ¹²
Maine.....	14	In factories, etc.
Maryland.....	14	In factories, stores, etc.
Massachusetts.....	14	In factories, stores, etc.
Minnesota.....	14	In factories, etc.
Missouri.....	14	In any gainful occupation. ¹⁴
Nebraska.....	14	In factories, stores, etc.
Nevada.....	14	In any business or service during school hours. ¹⁵
New Hampshire.....	14	In factories, stores, etc.

¹Exemption on account of poverty.

²Poverty exemption over 12, but not where dangerous machinery is used, or in places injurious to health or morals.

³Boy over 12 may be employed in mercantile establishments and business offices in cities of less than 25,000 during school vacation. Agricultural pursuits and domestic service exempted.

⁴Boy over 10 may work outside school hours in work not harmful physically or morally.

⁵Child employed in school vacation by parent in occupation owned or controlled by him exempted.

⁶12 during school vacation.

⁷12 for boys outside school hours in occupations not dangerous or injurious to health or morals; 12 in canneries; poverty exemption. Agricultural pursuits and domestic service exempted.

⁸Poverty exemption over 12 in occupation not dangerous or injurious to health or morals.

⁹Poverty exemption over 12.

¹⁰12 in school vacation.

¹¹12 in canneries June 1-Oct. 1. Farm work and domestic service exempted.

¹²Child employed in establishment or occupation owned or operated by parent exempted.

¹³Agricultural pursuits exempted.

¹⁴Agricultural pursuits and domestic service exempted.

¹⁵Employment of boy under 14 and girl under 16 in factories, stores, etc., prohibited at any time without written permit of judge of county district court.

Minimum Age 14—cont.

New Jersey.....	14	In factories, etc., or mercantile establishments. ¹
New York.....	14	In factories, stores, etc. ²
North Dakota.....	14	In factories, stores, etc.
Oklahoma.....	14	In factories, etc.
Oregon.....	14	In factories, stores, etc. ³
Pennsylvania.....	14	In any establishment or occupation. ⁴
Rhode Island.....	14	In any occupation. ⁴
South Carolina.....	14	In factories.
Tennessee.....	14	In factories, etc.
Vermont.....	14	In factories, etc.
Virginia.....	14	In factories, stores, etc.
Washington.....	14	In factories, stores, etc. ⁵
West Virginia.....	14	In factories, etc.
Wisconsin.....	14	In factories, stores, or in any gainful occupation or employment. ⁶

Minimum Age Under 14

Mississippi.....	Boy 12	
	Girl 14	In factories, etc.
North Carolina.....	13	In factories; employment over 12 allowed in apprenticeship capacity if child has attended school 4 months in preceding 12.

No Minimum Age Provisions other than Those Imposed by School Attendance Requirements.

New Mexico
Utah⁷
Wyoming⁸

STANDARDS OF MAXIMUM HOURS FOR EMPLOYMENT OF CHILDREN IN FACTORIES AND STORES IN THE UNITED STATES

(Legal provisions for the Territories and Island Possessions are omitted. It is worthy of note, however, that Porto Rico has a maximum 7-hour day for children under 16 in all occupations, and Alaska has a maximum 8-hour day for all wage earners. Hours for women are included only when they are the same as for children or are contained in the laws affecting children. Hours for employment in mines, bakeries, messenger service, etc., are not considered.)

¹ Poverty exemption over 10, limited to light employments in the open air. Mercantile establishments shall be construed to apply to any employment for compensation other than in a factory, workshop, mill, place where the manufacture of goods is carried on, mine, quarry or agricultural pursuits.

² Stores in villages or cities of less than 3,000 exempted during vacation.

12 in vacation in work not harmful physically or morally.

⁴ Agricultural pursuits and domestic service exempted.

⁵ Poverty exemption over 12, in occupations not dangerous or injurious to health or morals.

⁶ 12 in vacation in store, office, mercantile establishment, warehouse, or in telephone, telegraph, or public messenger service, in place where child lives. Agricultural pursuits exempted.

⁷ Certain dangerous or injurious processes in factories prohibited under 16.

⁸ Certain dangerous or injurious processes in factories prohibited under 14.

I. Maximum Working Day 8 Hours, or Not Over 48 per Week

		Hrs. per day	Hrs. per week	Days per week
Arizona	Boy under 16			
	Girl under 18.....In all gainful occupations ¹	8	48	—
Arkansas	Under 16.....In any occupation.....	8	48	6
California	Boy under 18			
	Any female.....In factories, stores, etc. ²	8	48	6
Colorado	Boy under 16			
	Any female.....In factories, stores, etc. ³	8	—	—
District of Columbia	Boy under 16			
	Any female.....In factories, stores, etc.....	8	48	(⁴)
Illinois	Under 16.....In any gainful occupation.....	8	—	6
Indiana	Under 16.....In any gainful occupation ⁵	8 ⁶	48 ⁶	—
Iowa	Under 16.....In factories and in stores where more than 8 persons are em- ployed.....	8	48	—
Kansas	Under 16.....In factories, etc.....	8	48	—
Kentucky	Under 16.....In factories, stores, etc.....	8	48	6
Maryland	Under 16.....In factories, stores, etc. ⁷	8	48	6
Massachusetts	Under 16.....In factories, stores, etc.....	8	48	6
Minnesota	Under 16.....In any gainful occupations.....	8	48	—
Mississippi	Boy under 16			
	Girl under 18....In factories, etc. ⁸	8	48	—
Missouri	Under 16.....In any gainful occupation.....	8	48	—
Montana	Any female ⁹ In factories, stores, etc.....	8 ¹⁰	—	—
Nebraska	Under 16.....In factories, stores, etc.....	8	48	—
Nevada	Boy under 16			
	Girl under 18.....In any gainful occupation ¹¹	8	48	—
New Jersey	Under 16.....In factories, etc., or mercantile establishments ¹²	8	48	6

¹ Agricultural pursuits and domestic service exempted.

² Any place of labor covered for children under 18; girls over 18 exempted if graduate nurses in hospitals or in emergencies if employed in harvesting, curing, canning, or drying perishable fruits and vegetables.

³ All gainful occupations covered for children under 16; maximum 48 hour week also for children under 16.

⁴ 6 days per week for all females.

⁵ Agricultural pursuits and domestic service exempted.

⁶ Exemption, 9 hours per day, 54 hours per week, with consent of parents.

⁷ Canneries exempted.

⁸ Boys 14-16 and girls 16-18 in cotton and knitting mills are exempted. The maximum 10-hr. day, 60-hr. week, for all employees in cotton and knitting mills would apply to such children.

⁹ Employment of children under 16 in factories is prohibited.

¹⁰ 10 hours allowed the week before Christmas in retail stores.

¹¹ Agricultural pursuits and domestic service exempted.

¹² "Mercantile establishments" shall be construed to apply to any employment for compensation other than in a factory, workshop, mill, place where the manufacture of goods is carried on, mine, quarry, or agricultural pursuits.

			<i>Hrs. per day</i>	<i>Hrs. per week</i>	<i>Days per week</i>
New York	Under 16	In factories and in stores in vil- lages or cities of 3,000 inhab- itants or over	8	48	6
North Dakota	Under 16	In any gainful occupation	8	48	—
Ohio	Boy under 16				
	Girl under 16	In factories, stores, etc.	8	48	6
Oklahoma	Under 16	In any gainful occupation ¹	8	48	—
Oregon ²	Under 16	In any occupation	8	—	6
Tennessee	Under 16	In factories, stores, etc.	8	—	6
Texas	Under 15	In any occupation ³	10	48	—
Utah	Boy under 14				
	Girl under 16	In any gainful occupation ⁴	8	48	—
Vermont	Under 16	In factories, etc.	8	—	6
Washington ⁵	Boy under 18				
	Girl of any age	In factories, stores, etc.	8	—	6 ⁶
Wisconsin	Under 16	Any gainful occupation ⁷	8	48	6

II. Maximum working day over 8 hours

A. 9 hours per day or not over 56 per week

Connecticut	Boy under 16				
	Any female	In factories, etc. ⁸	10	55	—
Delaware	Under 16	In any occupation or establish- ment ⁹	10	54	6
Florida	Under 16	In factories, etc.	9	54	6
Idaho	Boy under 16				
	Any female	In factories, stores, etc. ¹⁰	9	—	—
Maine	Boy under 16				
	Any female	In factories, stores, etc. ¹¹	9 ¹²	54	—
Michigan	Boy under 18				
	Any female	In factories, stores, etc. ¹³	10	54	—

¹ Agricultural pursuits and domestic service exempted.

² Order of Industrial Welfare Commission effective June 12, 1918.

³ Agricultural pursuits exempted.

⁴ Agricultural pursuits, domestic service, and fruit or vegetable packing ex-
empted.

⁵ Ruling of Industrial Welfare Commission effective November 20, 1918.

⁶ The 6-day week provision applies only to persons under 18. Canneries are
exempted in case of girls over 18.

⁷ Agricultural pursuits and domestic service are exempted.

⁸ 58 per week in stores except during Christmas week.

⁹ Canneries, agricultural pursuits, and domestic service exempted.

¹⁰ All gainful occupations covered for children under 16, 54-hour week also
for children under 16. Female over 16 in canneries exempted.

¹¹ Canneries exempted; in stores, week before Christmas and Easter exempted.

¹² 9-hour day does not apply to stores.

¹³ Canneries exempted.

		<i>Hrs.</i> <i>per</i> <i>day</i>	<i>Hrs.</i> <i>per</i> <i>week</i>	<i>Days</i> <i>per</i> <i>week</i>
New Ham'shire	Boy under 18.			
	Any female In factories, stores, etc. ¹	10 ¹ / ₄	54	—
Pennsylvania	Under 16. In any establishment or occupa- tion ²	9	51	—
Rhode Island	Boy under 16.			
	Any female In factories, stores, etc.	10	54	—
Wyoming	Under 14. In any gainful occupation ³	9	56	—
	Any female In factories, stores, etc.	10	52 ⁴	—

B. 10 or over per day or 60 per week

Alabama	Under 16. In any gainful occupation ⁵	11	60	—
Georgia	Any employee. In cotton or woolen factory	—	60 ⁶	—
Louisiana	Boy under 18.			
	Any female In factories, stores, etc. ⁷	10	60	—
North Carolina	Any minor.			
	Any female In factories ⁸	—	60	—
South Carolina	Any employee. In cotton or woolen factory ⁹	11	60	—
South Dakota	Under 16. In any occupation	10	60	—
Virginia	Under 16. In factories, stores, etc. ¹⁰	10	—	6

III. No provisions as to maximum hours

New Mexico
W. Virginia

NIGHT WORK PROHIBITIONS FOR CHILDREN IN THE U. S.

(Prohibitions of night work applying to messengers, street trades, theatrical exhibitions, etc., are not considered. Prohibitions of night work for all females in factories and stores, etc., are included.)

¹ Suspended as regards manufacture of munitions or supplies for the State or Federal governments while the United States is at war. Time lost through accident may be made up, total hours actual labor not to exceed 10¹/₄; mercantile establishments exempted during the week before Christmas, if total hours during year do not exceed 54 per week for the full year.

² Agricultural pursuits and domestic service exempted.

³ Agricultural pursuits and domestic service exempted.

⁴ 60 hours per week permitted for persons working 7 days per week.

⁵ Except agriculture and domestic service.

⁶ Time lost on account of accident to machinery may be made up.

⁷ Engineers, watchmen, etc., exempted.

⁸ Time lost on account of accident may be made up. Engineers, watchmen, etc., exempted.

⁹ Stores in towns of less than 2,000 inhabitants or in country districts exempted; employment of child in establishment owned or operated by parent exempted not to be "prevented."

¹⁰ Mercantile establishments employing more than five persons exempted on Saturday nights.

I. Night Work Prohibited

Alabama.....	Under 16.....	In any gainful occupation ¹	6 p.m. to 6	a.m.
Arizona.....	Boy under 16....			
	Girl under 18....	In any gainful occupation ¹	7 p.m. to 7	a.m.
Arkansas.....	Under 16.....	In any occupation.....	7 p.m. to 6	a.m.
	16-18.....	In any occupation.....	10 p.m. ² to 6	a.m.
California.....	Under 18.....	In factories, stores, etc., or any other place of labor..	10 p.m. to 5	a.m.
Colorado.....	Under 16.....	In any gainful occupation..	after 8 p.m. ³	
Connecticut...	Under 16.....	In factories, stores, etc....	after 6 p.m. ⁴	
	Any female.....	In factories, stores, etc....	after 10 p.m.	
Delaware.....	Under 16.....	In any establishment ⁵	7 p.m. to 6	a.m.
	Any female.....	In factories, stores, etc....	10 p.m. to 6	a.m.
District of Columbia...	Under 16.....	In factories, stores, etc. ⁶	7 p.m. to 6	a.m.
	Girls under 18....	In factories, stores, etc....	6 p.m. to 7	a.m.
Florida.....	Under 16.....	In factories, etc.....	8 p.m. to 5	a.m.
Georgia.....	Under 14½.....	In factories, etc.....	7 p.m. to 6	a.m.
Idaho.....	Under 16.....	In any gainful occupation..	9 p.m. to 6	a.m.
Illinois.....	Under 16.....	In any gainful occupation..	7 p.m. to 7	a.m. ⁷
Indiana.....	Under 16.....	In any gainful occupation ⁸ ..	6 p.m. to 7	a.m.
	Any female.....	In manufacturing.....	10 p.m. to 6	a.m.
Iowa.....	Under 16.....	In stores where more than 2 persons are employed and in factories.....	6 p.m. to 7	a.m.
Kansas.....	Under 16.....	In factories, stores, etc....	6 p.m. to 7	a.m.
	Any female.....	In factories and stores....	after 9 p.m. ⁹	
Kentucky.....	Under 16.....	In factories, stores, etc....	6 p.m. to 7	a.m.
Louisiana.....	Boy under 16			
	Girl under 18....	In any occupation ¹⁰	7 p.m. to 6	a.m.
Maine.....	Under 16.....	In factories, etc. ¹¹	6 p.m. to 6:30	a.m.
Maryland.....	Under 16.....	In factories, stores, etc. ¹² ..	7 p.m. to 7	a.m.

¹ Agricultural pursuits and domestic service exempted.

² Work of girls under 18 in factories, stores, etc., with certain exemptions, prohibited between 9 P. M. and 7 A. M.

³ Under 14, 8 P. M. to 7 A. M. Apparently child 14 to 16 (and 12 to 16 during summer vacation) may obtain exemption on special permit.

⁴ Employment permitted until 10 P. M. in stores on one day per week, and during Christmas week.

⁵ Canneries, agricultural pursuits and domestic service exempted.

⁶ Employment under 14 prohibited 7 P. M. to 6 A. M. in any occupation except employment in the service of the Senate.

⁷ Night work prohibited 6 P. M. to 7 A. M. in any occupation for children under 14.

⁸ Agricultural pursuits and domestic service exempted.

⁹ In factories, prohibited before 6 A. M. also.

¹⁰ Stores and mercantile establishments where more than five people are employed exempted on Saturdays.

Establishments handling perishable products exempted. Employers engaged in public service exempted in certain cases of public emergency.

¹² Canneries exempted.

Massachusetts.	Under 16.	In factories, stores, etc. ¹	6 p.m. to 6:30 a.m.
	Boy 16-18		
	Any female.	In textile factories ²	6 p.m. to 5 a.m.
Michigan.	Boy under 16		
	Girl under 18.	In factories, etc. ³	6 p.m. to 6 a.m.
Minnesota.	Under 16.	In all gainful occupations.	7 p.m. to 7 a.m.
	Under 18.	In labor of any kind, "outside the family of his residence"	6 p.m. to 7 a.m.
Mississippi.	Boy under 16		
	Girl under 18.	In factories, etc. ⁴	7 p.m. to 6 a.m.
Missouri.	Under 16.	In any gainful occupation.	7 p.m. to 7 a.m.
Nebraska.	Under 16.	In factories, stores, etc.	8 p.m. to 6 a.m.
	Any female.	In factories, stores, etc., in cities of specified population	10 p.m. to 6 a.m.
New Hampshire	Boy under 16		
	Girl under 18.	In any gainful occupation ⁵	7 p.m. to 6:30 a.m.
New Jersey.	Under 16.	In factories, etc., and mercantile establishments ⁶	7 p.m. to 7 a.m.
	Boy 16-18		
	Any female.	In factories, etc.	6 p.m. to 7 a.m. ⁷
New York.	Under 16.	In factories, etc., and in stores in villages or cities of 3,000 or more inhabitants.	5 p.m. to 8 a.m. ⁸
	Boys 16-18.	In factories	12 m. to 4 a.m.
	Girls 16-21.	In factories	9 p.m. to 6 a.m.
	Females.	In factories, and in stores ⁹ in villages or cities of 3,000 or more inhabitants.	10 p.m. to 6 a.m. ¹⁰
North Carolina	Under 16.	In factories	9 p.m. to 6 a.m.
North Dakota.	Under 16.	In any gainful occupation.	7 p.m. to 7 a.m.

¹ The same night work prohibition applies to children under 14 in all occupations.

² After 10 P. M. in manufacturing establishments.

³ Provisions for girls 16 to 18 apply to factories only. "The provision of this section in relation to the hours of employment shall not apply to nor affect any person engaged in preserving perishable goods in fruit and vegetable canning establishments."

⁴ Boys 14 to 16 and girls 16 to 18 in cotton and knitting mills exempted.

⁵ Agricultural pursuits and domestic service exempted. Girls 16-18 in retail stores and telephone exchanges may work until 10 P. M.

⁶ "Mercantile establishment" shall be construed to apply to any employment for compensation other than in a factory, workshop, mill, place where the manufacture of goods is carried on, mine, quarry, or agricultural pursuits.

⁷ Canneries and glass factories exempted.

⁸ In stores, 6 P. M. to 8 A. M.

⁹ Week before Christmas and two days per year exempted for stock taking.

¹⁰ 7 A. M. in stores affected by act.

Ohio.....	Boy under 16			
	Girl under 18....	In factories, stores, etc.....	6 p.m. to 7	a.m.
	Boy 16-18			
	Girl 18-21.....	In factories, stores, etc.....	10 p.m. to 6	a.m.
Oklahoma.....	Boy under 16			
	Girl under 18....	In factories, etc.....	6 p.m. to 7	a.m.
Oregon.....	Under 16.....	In all occupations.....	6 p.m. to 7	a.m.
	Girl under 18....	In any occupation ¹	after 6 p.m.	
Pennsylvania..	Under 16.....	In any establishment or occupation ²	8 p.m. to 6	a.m.
	Girl under 21....	In any occupation ³	9 p.m. to 6	a.m.
	Any female.....	In manufacturing establishments ⁴	10 p.m. to 6	a.m.
Rhode Island..	Under 16.....	In any occupation ⁵	8 p.m. to 6	a.m.
South Carolina	Under 16.....	In factories, etc.....	8 p.m. to 6	a.m.
Tennessee.....	Under 16.....	In factories, etc.....	7 p.m. to 6	a.m.
Vermont.....	Under 16.....	In factories, etc.....	7 p.m. to 6	a.m.
Virginia.....	Under 16.....	In factories, stores, ¹⁰ etc....	7 p.m. to 6	a.m.
Washington...	Under 18.....	In any factory, store, ⁷ etc..	7 p.m. to 6	a.m.
Wisconsin.....	Under 16.....	In any gainful occupation ⁸ ..	6 p.m. to 7	a.m.
	Any female.....	In factories, etc. ⁹	6 p.m. to 6	a.m.

II. No Regulation of Night Work

Montana¹¹
Nevada
New Mexico
South Dakota
Texas
Utah
West Virginia
Wyoming

MINIMUM AGE STANDARDS FOR EMPLOYMENT OF BOYS IN MINES IN THE UNITED STATES

I. Minimum Age for Boys in Mines, 18

Arizona
Wisconsin

¹ Order of Industrial Welfare Commission effective June 12, 1918.

² Agricultural pursuits or domestic service exempted.

³ Telephone operators over 18 exempted.

⁴ Managers, clerks, etc., exempted.

⁵ Agricultural pursuits and domestic service exempted.

⁶ Employment permitted until 9 P. M. to make up time lost on account of accident to machinery, etc., under certain conditions.

⁷ Order of Industrial Welfare Commission, effective November 20, 1918.

⁸ Agricultural pursuits and domestic service exempted.

⁹ Order of Industrial Welfare Commission effective June 29, 1917. Pea canneries (for which special regulations as to hours of rest are made) are exempted.

¹⁰ Stores in towns of less than 2,000 inhabitants or in country districts exempted; employment of child in establishment owned or operated by parents, not to be "prevented."

¹¹ Employment of children under 16 in factories is prohibited.

II. Minimum Age for Boys in Mines, 17

Texas

III. Minimum Age for Boys in Mines, 16

Alabama

Arkansas

California

Colorado

Connecticut

Illinois

Iowa¹

Kansas

Kentucky

Maryland

Montana

Nevada

New York

Ohio

Oklahoma

Pennsylvania

Tennessee

Utah

Vermont

Virginia

Washington

West Virginia²

IV. Minimum Age for Boys in Mines 15

Delaware

Michigan

South Dakota³

V. Minimum Age for Boys in Mines 14

Idaho

Indiana

Louisiana

Minnesota

Missouri⁴

New Jersey

New Mexico

North Dakota

Rhode Island⁶

South Carolina

Wyoming

VI. Minimum Age for Boys in Mines 12

North Carolina⁵

VII. No Minimum Age for Boys in Mines

District of Columbia

Florida

Georgia

Maine

Massachusetts

Mississippi

Nebraska

New Hampshire

Oregon

MAIN PROVISIONS OF LAWS PROHIBITING EMPLOYMENT OF CHILDREN IN DANGEROUS, INJURIOUS OR IMMORAL OCCUPATIONS IN THE UNITED STATES

Powers of State Boards of Health, Welfare Commissions, etc., to prohibit work in dangerous, injurious or immoral occupations are included. Laws relating to employment in sale of intoxicating liquors and work requiring constant standing

¹ Applies during the school term. At other times the minimum age is 14. Exemptions: employments in or about establishments owned or operated by parents.

² Coal mines, in which 5 or more persons are employed in a 24-hour period at any time when a free school is in session in the district where he resides or at other times in positions considered hazardous by the district mine inspector, there is a minimum age of 14 in such mines at all times.

³ During school hours only; 14 at other times.

⁴ Employment of boy under 16 unable to read and write prohibited, otherwise 14.

⁵ Where more than 10 men are employed.

⁶ Every person employing any child under 16 "whatever the business conducted" is "subject to the provisions" of the act fixing a minimum age for employment in factories and business establishments.

are omitted. In addition to the laws here specified, several States have prohibited minors under 18 and under 21 from cleaning machinery while in motion.

<i>State</i>	<i>Specific occupations prohibited (with age)</i>	<i>Work in any dangerous or injurious occupation prohibited (with age)</i>	<i>Occupations hazardous to morals prohibited (with age)</i>	<i>State Board or other authority has power to prohibit work of children in dangerous, etc., occupations (with age)</i>
Alabama.....	Yes (16)	No	No	No
Arizona.....	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)
Arkansas.....	Yes (16)	Yes (16)	Yes (16)	Yes (16)
California.....	Yes (16)	Yes (16)	Yes (16)	Yes (18)
Colorado.....	Yes (16)	Yes (16)	Yes (16)	Yes (18)
Connecticut....	Yes (16)	Yes (16)	No	No
Delaware.....	Yes (15, 18)	Yes (15)	Yes (15)	Yes (15)
District of Columbia....	No	Yes (14)	Yes	Judge of Juvenile Court not to issue permit for dangerous, etc., occupation (14)
Florida.....	Yes (16)	Yes (16)	Yes (16)	No
Idaho.....	No	Yes (16)	No	No
Illinois.....	Yes (16)	Yes (16)	Yes (16)	No
Indiana.....	Yes (16, 18)	Yes (16)	Yes (16)	No
Iowa.....	Yes (16)	Yes (16)	Yes (16)	No
Kansas.....	No	Yes (16)	Yes (16)	Yes (18)
Kentucky.....	Yes (16)	Yes (16)	Yes (16)	No
Louisiana.....	No	Yes (16)	Yes (16)	No
Maine.....	No	Yes (16)	Yes (16)	No
Maryland.....	Yes (16, 18)	Yes (16)	Yes (16)	No
Massachusetts..	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)
Michigan.....	Yes (16, 18, 21 for girls)	Yes (16, 21)	Yes (16, 21)	Yes (18)
Minnesota.....	Yes (16)	Yes (16)	Yes (16)	No
Missouri.....	Yes (16)	Yes (16)	Yes (16)	Yes (16)
Montana.....	Yes (16)	Yes (16)	Yes (16)	No
Nebraska.....	No	Yes (16)	Yes (16)	No
Nevada.....	Yes (16)	Yes (16, 18)	Yes (16, 18)	Yes (16)
New Hampshire..	No	Yes (16)	No	No
New Jersey.....	Yes (16)	Yes (16)	Yes (16)	Yes (16)
New York.....	Yes (16, 18)	Yes (18)	Yes (18)	Yes (18)
North Dakota..	Yes (16)	Yes (16)	Yes (16)	No
Ohio.....	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)	Yes (18)
Oklahoma.....	Yes (16)	Yes (15)	Yes (15)	Yes (15, upon complaint)
Oregon.....	No	Yes (18)	Yes (18)	Yes (18)
Pennsylvania...	Yes (16, 18)	Yes (18)	Yes (18)	Yes (18)
Rhode Island...	Yes (16)	Yes (16)	Yes (16)	No
South Dakota...	No	Yes (14)	Yes (14)	No
Tennessee.....	Yes (16)	No	No	No

(Continued on page 219).

(Continued from page 218).

Texas.....	No	Yes (15)	Yes (15)	No
Utah.....	Yes (16)	Yes (16)	Yes (16)	Yes (16)
Vermont.....	Yes (16)	No	No	No
Virginia.....	No	Yes (14)	Yes (14)	No
Washington....	No	Yes (18)	Yes (18)	Yes (18)
West Virginia...	No	Yes (15)	Yes (15)	No
Wisconsin.....	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)
Wyoming.....	Yes (14)	Yes (16)	Yes (16)	No

No Prohibition of Dangerous Occupations

Georgia
Mississippi
North Carolina
South Carolina
New Mexico

LEGAL REFERENCES

Legal References for Minimum Age Provisions

- Alabama—Acts 1915, p. 193, sec. 1.
 Arizona—Revised statutes 1913, Civil Code, title 14, ch. 2, sec. 3110.
 Arkansas—Laws 1914, art. 1, sec. 1.
 California—Deering's General Laws 1909, Act 1611, as amended by Acts 1915, ch. 625.
 Colorado—Mills' Annotated Statutes, Revised edition 1912, secs. 657 and 671.
 Connecticut—Laws 1911, ch. 119, sec. 1.
 Delaware—Revised Code 1915, secs. 3144, 3151, 3161, 3171, as re-enacted by Acts 1917, ch. 232.
 District of Columbia—Code 1911, p. 441, sec. 1.
 Florida—Compiled Laws 1914, sec. 2642c.
 Georgia—Code 1914, Civil sec. 3149a.
 Idaho—Acts 1911, ch. 159, sec. 166.
 Illinois—Acts 1917, p. 511, sec. 1.
 Indiana—Burns' Annotated Statutes, 1914, sec. 8022a.
 Iowa—Code 1897, Supplemental Supplement 1915, sec. 2477a.
 Kansas—Acts 1917, ch. 227, sec. 1.
 Kentucky—Statutes 1915, sec. 331a 1.
 Louisiana—Wolff's Revised Laws, Supplement 1904-5, vol. 5, p. 414; Acts 1908, act 301, sec. 1, as amended by Acts 1914 acts 133.
 Maine—Acts 1915, ch. 327, sec. 1.
 Maryland—Annotated Code 1911, vol. 3 (1914), art. 100, sec. 4, as amended by Acts 1916, ch. 222, sec. 5 as amended by Acts 1918, ch. 495.
 Massachusetts—Acts 1909, ch. 514, sec. 56, as amended by Acts 1913, ch. 831 sec. 1.
 Michigan—Howell's Annotated Statutes 2d edition 1913 sec. 4018 as amended by Acts 1915, No. 255.
 Minnesota—General Statutes 1913, sec. 3839.
 Mississippi—Acts 1908 ch. 99 sec. 1 as amended by Acts 1912 ch. 165.
 Missouri—Revised Statutes 1909, V. 1, sec. 1715, as amended by Acts 1911, p. 132.

Montana—Revised Codes 1907, sec. 1746.
 Nebraska—Revised Statutes 1913, sec. 3575.
 Nevada—Revised Laws 1912, sec. 6824, Acts 1913, ch. 232, sec. 1.
 New Hampshire—Acts 1911, ch. 162, sec. 1 as amended by Acts 1913, ch. 224.
 New Jersey—Compiled Statutes 1910, v. 3, Labor sec. 16, p. 3023 as amended by Acts 1914 ch. 236; Acts 1911, ch. 136, sec. 1, as amended by Acts 1918 ch. 204; Acts 1914 ch. 223 secs. 1, 13.
 New Mexico—No provisions.
 New York—Consolidated laws 1909 v. 3 Labor, ch. 31 art. 6, sec. 70 as amended by Acts 1913, ch. 529; *ibid.* ch. 31, art. 12 (as renumbered by Acts 1913, ch. 145) sec. 162 as amended by Acts 1911, ch. 866.
 North Carolina—Pell's Revisal of 1908 ch. 45a sec. 1981b and *ibid.* Supplement 1913, ch. 45a sec. 1981ee(1).
 North Dakota—Compiled Laws 1913, sec. 1404.
 Ohio—Page & Adams, Annotated General Code, 1912, sec. 12993 as amended by Acts of 1913 p. 864. *Ibid.* sec. 7765 as amended by Acts 1913, p. 864.
 Oklahoma—Revised Laws 1910, sec. 3728.
 Oregon—Lord's Oregon Laws 1910, secs. 5023, 5035, both as amended by Acts 1911, ch. 138.
 Pennsylvania—1915 Pamphlet Laws 286 secs. 1, 2.
 Rhode Island—Acts 1916, ch. 1378, sec. 1.
 South Carolina—1912 Criminal Code, sec. 422 as amended by Acts of 1916, act 361.
 South Dakota—Acts 1907 ch. 135 Art 7, sec. 150. Acts 1913 ch. 240 secs. 2, 5.
 Tennessee—Acts 1911, ch. 57, sec. 1 as amended by Acts 1913 1st Extra Session ch. 47, and Acts 1917, ch. 77.
 Texas—Acts 1917 ch. 59, secs. 1, 5.
 Utah—Acts 1911 ch. 144, sec. 1 as amended by Acts 1917 ch. 80.
 Vermont—Public Statutes 1906 ch. 50 sec. 1046 as amended by Acts 1917 No. 177, sec. 2.
 Virginia—Acts 1908 ch. 301 sec. 1 and Acts 1918 ch. 204.
 Washington—Pierce's Code 1912 title 135 sec. 389; *Ibid.* title 291 sec. 151.
 West Virginia—Hobb's Code 1913, ch. 15H sec. 530.
 Wisconsin—Statutes ch. 83 sec. 1728A 3, 1728a, 4 and 1728e 4.
 Wyoming—Acts of 1915 ch. 77, sec. 3.

LEGAL REFERENCES FOR HOURS OF LABOR PROVISIONS

Alabama—Acts 1915, p. 193, sec. 2.
 Arizona—Revised Statutes, 1913, Civil Code, title 14, ch. 2, sec. 3131.
 Arkansas—Acts 1914, act 1, sec. 5.
 California—Deering's General Laws 1909, act 1611 as amended by Acts 1915, ch. 620 and Acts 1917, ch. 582.
 Colorado—Mill's Annotated Statutes, revised edition 1912, sec. 668. *Ibid.* sec. 657. Acts 1913, Appendix p. 692, sec. 2.
 Connecticut—Acts 1909, ch. 220, secs. 1 and 2, as amended by Acts 1913, ch. 179.
 Delaware—Revised Code 1915, ch. 90, sec. 3164.
 District of Columbia—Code 1911, p. 443, sec. 8.
 Florida—Compiled Laws 1914, sec. 2642i.
 Georgia—Code 1914, Civil, sec. 3137.
 Idaho—Acts 1911, ch. 159, sec. 169 Acts 1913, ch. 86, sec. 1.
 Illinois—Acts 1917, p. 511 et seq. sec. 9.
 Indiana—Burns' Annotated Statutes 1914, sec. 8022b.

Iowa—Code 1897, Supplemental Supplement 1915, sec. 2477c.

Kansas—General Statutes 1909, sec. 5095.

Kentucky—Statutes 1915, sec. 331a, 7.

Louisiana—Acts 1908, act 301, sec. 4 as amended by Acts 1916, act No. 177.

Maine—Acts 1915, ch. 350, sec. 1 (as adopted after suspension according to the referendum, Sept. 11, 1916).

Maryland—Code of Public General Laws, art. 100, sec. 22A as added by Acts 1916, ch. 222, sec. 2.

Massachusetts—Acts 1913, ch. 831, sec. 8.

Michigan—Howell's Annotated Statutes, 2d edition, Acts 1913, sec. 3578.

Minnesota—General Statutes 1913, sec. 3845.

Mississippi—Acts 1908, ch. 99, sec. 2 as amended by Acts 1912, ch. 165. Acts 1914, ch. 164, sec. 2, 9.

Missouri—Revised Statutes 1909, vol. 1, sec. 1716 as amended by Acts 1911, p. 132.

Montana—Acts 1913, ch. 108 as amended by Acts 1917, ch. 70.

Nebraska—Revised Statutes 1913, sec. 3584.

Nevada—Acts 1913, ch. 232, sec. 8.

New Hampshire—Acts 1913, ch. 156, sec. 1 as amended by Acts 1915, ch. 154, sec. 1 and Acts 1917, ch. 196.

New Jersey—Compiled Statutes 1910, vol. 3, Labor, sec. 24, p. 3025 as amended by Acts 1914, ch. 252, sec. 6. Acts 1911, ch. 136, sec. 2 as amended by Acts 1914, ch. 253 and by Acts 1918, ch. 204.

New Mexico—No provisions.

New York—Consolidated Laws 1909, vol. 3, Labor ch. 31, art. 6, sec. 77 as amended by Acts 1912, ch. 539 and by Acts 1913, ch. 465. Consolidated Laws 1909, vol. 3, Labor, ch. 31, art. 12 (as renumbered by Acts 1913, ch. 145) sec. 160; sec. 161 as amended by Acts 1914, ch. 331 and by Acts 1915, ch. 386.

North Carolina—Pell's Revisal 1908, Supplement Acts 1913, ch. 45a, sec. 1981c, as reenacted by Acts 1915, ch. 148.

North Dakota—Compiled Laws 1913, sec. 1410.

Ohio—Page and Adams, Annotated General Code 1912, sec. 12996 as amended by Acts 1913, p. 864.

Oklahoma—Revised Laws 1910, sec. 3732.

Oregon—Industrial Welfare Commissions Code of Rulings, 1916, sec. 3, arts. 3 and 4.

Pennsylvania—1915 Pamphlet Laws, 286, sec. 4.

Rhode Island—General Laws 1909, ch. 249, sec. 22 as amended by Acts 1915, ch. 1218.

South Carolina—Laws 1912, Criminal Code, ch. 16, sec. 421 as amended by Acts 1916, acts 547.

South Dakota—Acts 1913, ch. 240, sec. 1.

Tennessee—Acts 1917, ch. 77, sec. 4.

Texas—Acts 1917, ch. 59, sec. 4.

Utah—Acts 1917, ch. 80, sec. 8.

Vermont—Public Statutes 1906, ch. 50, sec. 1044 as amended by Acts 1917, No. 177.

Virginia—Acts 1908, ch. 301, sec. 2, 8 as amended by Acts 1914, ch. 339 and Acts 1918, ch. 204.

Washington—Ruling of Industrial Welfare Commission, effective November 20, 1918.

West Virginia—No provisions.

Wisconsin—Statutes, ch. 83, sec. 1728c as amended by Acts 1917, ch. 674.

Wyoming—Acts of 1915, ch. 45, sec. 1 as amended by Acts 1917, ch. 106. Acts of 1915, ch. 77, sec. 4.

LEGAL REFERENCES FOR NIGHT WORK PROHIBITIONS

- Alabama—Acts 1915, p. 193, sec. 2.
- Arizona—Revised Statutes, 1913, Civil Code, title 14, ch. 2, sec. 3131. Acts 1915, act 191, sec. 2.
- Arkansas—Acts 1914, Act 1, secs. 5 and 6.
- California—Deering's General Laws 1909, Act 1611 as amended by Acts 1915, ch. 625, sec. 7.
- Colorado—Mill's Annotated Statutes, revised edition 1912, sec. 668. Ibid. sec. 657.
- Connecticut—Acts 1909, ch. 220, sec. 3 as amended by Acts 1913, ch. 179.
- Delaware—Revised Code 1915, ch. 90, sec. 3159 as re-enacted by Acts 1917 ch. 232. Revised Code 1915, ch. 90, sec. 3135 as re-enacted by Acts 1917 ch. 230. Revised Code 1915, ch. 90, secs. 3144 and 3171 as re-enacted by Acts 1917 ch. 232.
- District of Columbia—Code 1911, p. 443, sec. 8. Code 1911, p. 441, sec. 1. 38 U. S. Statutes at Large, p. 291, sec. 2.
- Florida—Compiled Laws 1914, sec. 2642i.
- Georgia—Code 1914, Civil, sec. 3149(d).
- Idaho—Acts 1911, ch. 159, sec. 169.
- Illinois—Acts 1917, p. 511, secs. 1 and 9.
- Indiana—Burns' Annotated Statutes 1914, secs. 8022c, 8023.
- Iowa—Code 1897, Supplemental Supplement 1915, sec. 2477c.
- Kansas—Acts 1917, ch. 227 sec. 3, Orders of Industrial Welfare Commission, Order Approved October 30, 1918, and Jan. 9, 1917.
- Kentucky—Statutes 1915, sec. 331a, 7.
- Louisiana—Wolff's Revised Laws, Supplement 1904-1908, vol. 3, p. 414; Acts 1908, Act 301, sec. 5, as amended by Acts 1916, Act 177.
- Maine—Acts 1915, ch. 350, sec. 1 (as adopted by referendum vote, September 11, 1916).
- Maryland—Code of Public General Laws, Art 100, sec. 22a, as added by Acts 1916, ch. 222, sec. 2.
- Massachusetts—Acts 1909, ch. 514, sec. 51. Acts 1913, ch. 831, sec. 8.
- Michigan—Howell's Annotated Statutes 1913, sec. 4017 as amended by Acts 1915, No. 255.
- Minnesota—General Statutes 1913, secs. 3845 and 3849.
- Mississippi—Acts 1908, ch. 99, sec. 2, as amended by Acts 1912, ch. 165. Acts 1914, ch. 164, secs. 2 and 9.
- Missouri—Revised Statutes 1909, vol. 1, sec. 1716 as amended by Acts 1911, p. 132.
- Montana—Revised Codes 1907, sec. 1746 (footnote).
- Nebraska—Revised Statutes 1913, sec. 3584. Ibid. sec. 3564 as amended by Acts 1915, ch. 71.
- Nevada—No provisions.
- New Hampshire—Acts 1911, ch. 162, sec. 6 as amended by Acts 1913, ch. 224.
- New Jersey—Compiled Statutes 1910, vol. 3, Labor, sec. 24, p. 3025 as amended by Acts 1914, ch. 252. Ibid. sec. 76, p. 3038. Acts 1911, ch. 136, sec. 2 as amended by Acts 1914, ch. 253 and Acts 1918, ch. 204.
- New York—Consolidated Laws 1909, vol. 3, Labor, ch. 31, Art. 6, sec. 77 as amended by Acts 1912, ch. 539 and by Acts 1913, ch. 465. Consolidated Laws 1909, vol. 3, Labor, ch. 31, Art. 12, (as renumbered by Acts 1913, ch. 145) sec. 160; sec. 161 as amended by Acts 1914, ch. 331 and Acts 1915, ch. 386. Ibid. ch. 31, Art. 6, sec. 93b as added by Acts 1913, ch. 83.
- North Carolina—Pell's Revisal of 1908, ch. 45A, sec. 1981ee (2).
- North Dakota—Compiled Laws 1913, sec. 1410.

Ohio—Page and Adams, Annotated General Code 1912, sec. 12996 as amended by Acts 1913, p. 864.
 Oklahoma—Revised Laws 1910, sec. 3133.
 Oregon—Order of Industrial Welfare Commission, effective June 12, 1918.
 Pennsylvania—1915 Pamphlet Laws 286, secs. 1, 4; 1915 Pamphlet Laws 1024, secs. 4, 5.
 Rhode Island—General Laws, ch. 78, sec. 1 as amended by Acts 1916, ch. 1378.
 South Carolina—1912 Criminal Code, ch. 16, sec. 423.
 South Dakota—No provisions.
 Tennessee—Acts 1911, ch. 57, sec. 4 as amended by Acts 1917, ch. 77.
 Texas—No provisions.
 Utah—No provisions.
 Vermont—Public Statutes 1906, ch. 50, sec. 1044 as amended by Acts 1917, No. 177.
 Virginia—Acts 1908, ch. 301, secs. 2 and 6 as amended by Acts 1914, ch. 339 and Acts 1918, ch. 204.
 Washington—Rulings of Industrial Welfare Commission, effective November 20, 1918.
 West Virginia—No provisions.
 Wisconsin—Statutes ch. 83, sec. 1728c as amended by Acts 1917, ch. 674. Order of Industrial Welfare Commission effective June 29, 1917.
 Wyoming—No provisions.

LEGAL REFERENCES TO MAIN PROVISIONS OF LAWS PERTAINING TO DANGEROUS, INJURIOUS OR IMMORAL OCCUPA- TIONS¹ AND TO EMPLOYMENT IN MINES

Note.—Powers of State Boards of Health, Welfare Commissions, etc., to prohibit work in dangerous, injurious or immoral occupations are included. Laws relating to employment in sale of intoxicating liquors, work requiring constant standing and cleaning or oiling machinery while in motion are omitted.

Alabama—Laws 1915, p. 195, sec. 5 and 6.
 Arizona—Revised Statutes 1913, Civ. C. title 14, ch. 2, secs. 3113-3115, 3128. Revised Statutes 1913, Civ. C. title 34, ch. 3, sec. 4079. Revised Statutes 1913 Penal Code part 1, title 9, ch. 2, sec. 253.
 Arkansas—Laws 1909, Act. No. 170, secs. 1 and 2, 1914, Act. No. 1, secs. 1 to 4.
 California—Deerings General Laws 1909, Act. 1611, as amended by Laws 1915, ch. 625, secs. 4 to 6, Acts 1913, ch. 324, secs. 3 and 6.
 Colorado—Mill's Annotated Statutes 1912, secs. 658 and 659. Acts 1917, ch. 98, sec. 14.
 Connecticut—General Statutes 1902, sec. 1163, as amended by Acts 1915, ch. 175. Acts 1911, ch. 123, sec. 1; sec. 2, as amended by Acts 1915, ch. 195, secs. 4 and 5.
 Delaware—Revised Code 1915, secs. 3144 and 3145, and 5148, as re-enacted by Laws 1917, ch. 232.
 District of Columbia—Code 1911, p. 441, sec. 1.
 Florida—Compiled Laws 1914, secs. 2642m, 2642n.
 Georgia—(NO LAWS)
 Idaho—Acts 1911, ch. 159, secs. 166, 171, 172.
 Illinois—Hurd's Revised Statutes 1917, ch. 48, sec. 201.

¹ The references to the statements as to employment of girls in messenger service are as follows: Minnesota, General Statutes 1913, Sec. 3849; New York, Acts of 1918, Ch. 434; Ohio, Page & Adams Annotated General Code 1912, Sec. 12993 as amended by 1913, p. 864.

- Indiana—Burns' Annotated Statutes 1914, secs. 2623, 8022, 8022d, 8022e.
- Iowa—Code 1897, Supplemental Supplement 1915, sec. 2477a and 2477b.
- Kansas—Acts 1915, ch. 275, secs. 2, 10; Laws 1917, ch. 227, sec. 2.
- Kentucky—Statutes 1915, secs. 326, 331a.9, 331a.10.
- Louisiana—Wolff's Revised Laws 1904, vol. 1, pa. 395 (1894 Act. 43, sec. 1); Laws 1912, Act. No. 184, sec. 1.
- Maine—Revised Statutes 1916, ch. 120, sec. 32 (Acts 1905, ch. 123, sec. 9).
- Maryland—Annotated Code 1911, vol. 3 (1914) art. 100, secs. 7, 8, both amended by Acts 1916, ch. 222, sec. 21.
- Massachusetts—Acts 1913, ch. 831, secs. 2 to 7.
- Michigan—Compiled Laws 1915, secs. 5331 as amended by Public Acts 1917, No. 280, 5332.
- Minnesota—General Statutes 1913, secs. 3839, 3848, 3870, 3871.
- Mississippi—(NO LAWS).
- Missouri—Revised Statutes 1909, secs. 1726b to 1726c as added by Acts of 1911, p. 132; secs. 4741, 4742, 7829, 8546.
- Montana—Revised Code 1907, secs. 1746, 1747.
- Nebraska—Revised Statutes 1913, sec. 3587.
- Nevada—Revised Laws 1912, sec. 6823, 6824, Acts 1913, ch. 232, Secs. 2, 3, 5, 6.
- New Hampshire—Acts 1911, ch. 162, sec. 3.
- New Jersey—Compiled Statutes, 1910, vol. 3 Labor, sec. 16, p. 3023 as amended by Acts 1914, ch. 236, sec. 2; sec. 22, pa. 3025 as amended by Acts 1914, ch. 252, sec. 4; sec. 36, p. 3028; Acts 1911, ch. 136, sec. 5, as amended by Acts 1918, ch. 204.
- New Mexico—Constitution, Art. 17, sec. 2.
- New York—Consolidated Laws 1909, vol. 3 Labor, ch. 31, art. 6, sec. 93 as amended by Acts 1910, ch. 107 and Acts 1913, ch. 464; art. 9, sec. 131.
- North Carolina—Pell's Revisal of 1908, ch. 103, sec. 4931.
- North Dakota—Compiled Laws 1913, secs. 1404, 1412.
- Ohio—Page and Adams Annotated General Code 1912, secs. 13001 to 13003 as amended and secs. 13007-3, 13007-4 and 13007-6 as added by Acts 1913, p. 864.
- Oklahoma—Revised Laws, 1910, secs. 3728, 3729, 3739.
- Oregon—Acts 1913, ch. 62, secs. 1, 4.
- Pennsylvania—1909 Pamphlet Laws 283, sec. 2 (sec. 3 is not amended). Stewart's Purdon's Digest, Supplement 1905-1909., Vol. 5 p. 5605 as amended by 1913 Public Laws 862. 1915 Pamphlet Laws 286, sec. 5.
- Rhode Island—General Laws 1909, ch. 78, sec. 1 as amended by Acts 1916, ch. 1378; sec. 2. General Laws 1909, ch. 139, secs. 1, 4, 5.
- South Carolina—1912 Criminal Code, ch. 16, sec. 422 as amended by Acts 1916, No. 361.
- South Dakota.—Revised Codes 1903 Political sec. 145, Acts 1903, ch. 88, sec. 1.
- Tennessee—Acts 1911, ch. 57, sec. 3.
- Texas—Acts 1917, ch. 59, secs. 1, 2, 5.
- Utah.—Acts 1911, ch. 144, sec. 1, as amended by Acts 1917, ch. 80.
- Vermont—Acts 1910, No. 70, sec. 2 as amended by Acts 1917, ch. 177, sec. 3.
- Virginia—Code 1904 secs. 3795a (1) as amended by Acts 1908, ch. 282; 3795a (2) to 3795a (3) Acts 1917, ch. 204, sec. 1.
- Washington—Pierce's Code 1912 title 135, sec. 387. Acts 1913, ch. 174, secs. 1 to 3. Acts 1917, ch. 36, sec. 165.
- West Virginia—Hogg's Code 1913, ch. 15H secs. 469 and 470 as amended by Acts 1915, ch. 10, secs. 1, 11, 14. Hogg's Code 1913, ch. 144, secs. 5176, 5177.
- Wisconsin—Statutes 1917, secs. 1728a.2; 1728zb as added by Acts 1918, ch. 12.
- Wyoming—Compiled Statutes 1910, secs. 3101, 3103, 3107. Acts 1915, ch. 77, secs. 2, 3.

Minimum Age Standards for Employment of Children in Factories, Stores, Etc., in the United States

In this summary laws relating to minimum age in factories, stores, and "all gainful occupations" (when so specified) are noted, including the amendments of 1918. Laws prohibiting employment in dangerous occupations, street trades and theatrical exhibitions are not considered. "Factories, stores, etc.," often represents specific terms in a law so broad in its scope that it is practically equivalent to a law affecting all occupations except agricultural pursuits and domestic service. Often where the word "factory" is used in the summary, the law actually specified all "manufacturing establishments," a broader term than factories. In the same way, "stores" often represents the broader term "mercantile establishments" in the law. In addition to these laws, many States have prohibitions of employment of children under 14 in any occupation during school hours not noted here. Requirements for employment certificates (not specified here) may in practice raise the minimum age in many instances. Compulsory education laws, which in some cases in effect raise the minimum age for employment are omitted.

Minimum age 16.

Montana.....	16	In factories, or where any machinery is operated.
Ohio.....	Boy 15 Girl 16	In all occupations.

Minimum Age 15.

California.....	15	In factories, stores, etc., or in any other place of labor. ¹
Michigan.....	15	In factories, stores, etc. ²
South Dakota.....	15	In any work for compensation during school hours. 14 in factories, etc., at other times. ³
Texas.....	15	In factories, etc. ⁴

Minimum age 14.

Alabama.....	14	In any gainful occupation. ⁵
Arizona.....	14	In factories, stores, etc. ⁶

¹ 12 during school vacation; exemptions over 14 allowed: (1) outside school hours (2) on account of poverty, and (3) for elementary school graduates. Agricultural and horticultural pursuits and domestic service exempted outside school hours.

² 14 outside school hours.

³ Exemption on account of poverty.

⁴ Poverty exemption over 12, but not where dangerous machinery is used, or in places injurious to health or morals.

⁵ Boy over 12 may be employed in mercantile establishments and business offices in cities of less than 25,000 during school vacation. Agricultural pursuits and domestic service exempted.

⁶ Boy over 10 may work outside school hours in work not harmful physically or morally.

Arkansas.....	14	In any gainful occupation. ¹
Colorado.....	14	In factories, stores, etc. ²
Connecticut.....	14	In factories, stores, etc.
Delaware.....	14	In any establishment or occupation. ³
Dist. of Columbia.....	14	In factories, stores, etc. ⁴
Florida.....	14	In factories, etc.
Georgia.....	14	In factories. ⁵
Idaho.....	14	In factories, stores, etc. ⁶
Illinois.....	14	In factories, stores, etc.
Indiana.....	14	In any gainful occupation. ⁷
Iowa.....	14	In factories, and in stores where more than eight persons are employed. ⁸
Kansas.....	14	In factories, etc.
Kentucky.....	14	In factories, stores, etc.
Louisiana.....	14	In factories, stores, etc., or in any other occupation. ⁹
Maine.....	14	In factories, etc.
Maryland.....	14	In factories, stores, etc.
Massachusetts.....	14	In factories, stores, etc.
Minnesota.....	14	In factories, etc.
Missouri.....	14	In any gainful occupation. ¹⁴
Nebraska.....	14	In factories, stores, etc.
Nevada.....	14	In any business or service during school hours. ¹⁰
New Hampshire.....	14	In factories, stores, etc.
New Jersey.....	14	In factories, etc. or mercantile establishments. ¹¹
New York.....	14	In factories, stores, etc. ¹²
North Dakota.....	14	In factories, stores, etc.
Oklahoma.....	14	In factories, etc.
Oregon.....	14	In factories, stores, etc. ¹³

¹ Child employed in school vacation by parent in occupation owned or controlled by him exempted.

² 12 during school vacation.

³ 12 for boys outside school hours in occupations not dangerous or injurious to health or morals; 12 in canneries; poverty exemption. Agricultural pursuits and domestic service exempted.

⁴ Poverty exemption over 12 in occupation not dangerous or injurious to health or morals.

⁵ Poverty exemption over 12.

⁶ 12 in school vacation.

⁷ 12 in canneries June 1-Oct. 1. Farm work and domestic service exempted.

⁸ Child employed in establishment or occupation owned or operated by parent exempted.

⁹ Agricultural pursuits exempted.

¹⁰ Employment of boy under 14 and girl under 16 in factories, stores, etc., prohibited at any time without written permit of judge of county district court.

¹¹ Poverty exemption over 10, limited to light employments in the open air. Mercantile establishments shall be construed to apply to any employment for compensation other than in a factory, workshop, mill, place where the manufacture of goods is carried on, mine, quarry, or agricultural pursuits.

¹² Stores in villages or cities of less than 3,000 exempted during vacation.

¹³ 12 in vacation in work not harmful physically or morally.

¹⁴ Agricultural pursuits and domestic service exempted.

Pennsylvania.....	14	In any establishment or occupation ¹ .
Rhode Island.....	14	In any occupation. ¹
South Carolina.....	14	In factories.
Tennessee.....	14	In factories, etc.
Vermont.....	14	In factories, etc.
Virginia.....	14	In factories, stores, etc.
Washington.....	14	In factories, stores, etc. ²
West Virginia.....	14	In factories, etc.
Wisconsin.....	14	In factories, stores, or in any gainful occupation or employment. ³

Minimum age under 14.

Mississippi.....	Boy 12	
	Girl 14	In factories, etc.
North Carolina.....	13	In factories; employment over 12 allowed in apprenticeship capacity if child has attended school 4 months in preceding 12.

No minimum age provisions other than those imposed by school attendance requirements.

New Mexico
Utah.⁴
Wyoming.⁵

STANDARDS OF MAXIMUM HOURS FOR EMPLOYMENT OF CHILDREN IN FACTORIES AND STORES IN THE UNITED STATES.

(Legal provisions for the Territories and Island Possessions are omitted. It is worthy of note however, that Porto Rico has a maximum 7 hour day for children under 16 in all occupations, and Alaska has a maximum 8 hour day for all wage earners. Hours for women are included only when they are the same as for children or are contained in the laws affecting children. Hours for employment in mines, bakeries, messenger service, etc., are not considered.)

1. Maximum working day 8 hours, or not over 48 per week.

		Hrs. per day	Hrs. per week	Days per week
Arizona.....	Boy under 16			
	Girl under 18. In all gainful occupations ⁶ ...	8	48	—
Arkansas.....	Under 16. In any occupation.....	8	48	6
California.....	Boy under 18			
	Any female..... In factories, stores, etc. ⁷	8	48	6

¹ Agricultural pursuits and domestic service exempted.

² Poverty exemption over 12, in occupations not dangerous or injurious to health or morals.

³ 12 in vacation in store, office, mercantile establishment, warehouse, or in telephone, telegraph, or public messenger service, in place where child lives. Agricultural pursuits exempted.

⁴ Certain dangerous or injurious processes in factories prohibited under 16.

⁵ Certain dangerous or injurious processes in factories prohibited under 14.

⁶ Agricultural pursuits and domestic service exempted.

⁷ Any place of labor covered for children under 18; girls over 18 exempted if graduate nurses in hospitals or in emergencies if employed in harvesting, curing, canning, or drying perishable fruits and vegetables.

			Hrs. per day	Hrs. per week	Days per week
Colorado.....	Boy under 16				
	Any female	In factories, stores, etc. ¹	8	—	—
District of Co-	Boy under 16				
lumbia.....	Any female	In factories, stores, etc.....	8	48	(2)
Illinois.....	Under 16.....	In any gainful occupation....	8	—	6
Indiana.....	Under 16.....	In any gainful occupation ³	8 ⁴	48 ⁴	—
Iowa.....	Under 16.....	In factories and in stores where more than 8 persons are employed.....	8	48	—
Kansas.....	Under 16.....	In factories, etc.....	8	48	—
Kentucky.....	Under 16.....	In factories, stores, etc.....	8	48	6
Maryland.....	Under 16.....	In factories, stores, etc. ⁵	8	48	6
Massachusetts.....	Under 16.....	In factories, stores, etc.....	8	48	6
Minnesota.....	Under 16.....	In any gainful occupations....	8	48	—
Mississippi.....	Boy under 16				
	Girl under 18.....	In factories, etc. ⁶	8	48	—
Missouri.....	Under 16.....	In any gainful occupation....	8	48	—
Montana.....	Any female ⁷	In factories, stores, etc.....	8 ⁸	—	—
Nebraska.....	Under 16.....	In factories, stores, etc.....	8	48	—
Nevada.....	Boy under 16				
	Girl under 18.....	In any gainful occupation ⁹ ..	8	48	—
New Jersey.....	Under 16.....	In factories, etc., or mercan- tile establishments ¹⁰	8	48	6
New York.....	Under 16.....	In factories and in stores in villages or cities of 3,000 inhabitants or over.....	8	48	6
North Dakota.....	Under 16.....	In any gainful occupation....	8	48	—
Ohio.....	Boy under 16				
	Girl under 18.....	In factories, stores, etc.....	8	48	6
Oklahoma.....	Under 16.....	In any gainful occupation ¹¹ ..	8	48	—
Oregon ¹²	Under 16.....	In any occupation.....	8	—	6
Tennessee.....	Under 16.....	In factories, stores, etc.....	8	—	6

¹ All gainful occupations covered for children under 16; maximum 48 hour week also for children under 16.

² 6 days per week for all females.

³ Agricultural pursuits and domestic service exempted.

⁴ Exemption, 9 hours per day, 54 hours per week, with consent of parents.

⁵ Canneries exempted.

⁶ Boys 14-16 and girls 16-18 in cotton and knitting mills are exempted. The maximum 10 hr. day, 60 hr. week, for all employees in cotton and knitting mills would apply to such children.

⁷ Employment of children under 16 in factories is prohibited.

⁸ 10 hours allowed the week before Christmas in retail stores.

⁹ Agricultural pursuits and domestic service exempted.

¹⁰ "Mercantile establishment" shall be construed to apply to any employment for compensation other than in a factory, workshop, mill, place where the manufacture of goods is carried on, mine, quarry, or agricultural pursuits.

¹¹ Agricultural pursuits and domestic service exempted.

¹² Order of Industrial Welfare Commission effective June 12, 1918.

		Hrs. per day	Hrs. per week	Days per week
Texas.....	Under 15..... In any occupation ¹	10	48	—
Utah.....	Boy under 14			
	Girl under 16..... In any gainful occupation ² ...	8	48	—
Vermont.....	Under 16..... In factories, etc.....	8	—	6
Washington ³ ...	Boy under 18			
	Girl of any age..... In factories, stores, etc.....	8	—	6 ⁴
Wisconsin.....	Under 16..... Any gainful occupation ⁵	8	48	6

II. Maximum working day over 8 hours

A—9 hours per day or not over 56 per week

Connecticut..	Boy under 16			
	Any female..... In factories, etc. ⁶	10	55	—
Delaware.....	Under 16..... In any occupation or estab- lishment ⁷	10	54	6
Florida.....	Under 16..... In factories, etc.....	9	54	6
Idaho.....	Boy under 16			
	Any female..... In factories, stores, etc. ⁸	9	—	—
Maine.....	Boy under 16			
	Any female..... In factories, stores, etc. ⁹	9 ¹⁰	54	—
Michigan.....	Boy under 18			
	Any female..... In factories, stores, etc. ¹¹	10	54	—
New Hampshire	Boy under 18			
	Any female..... In factories, stores, etc. ¹²	10 ¹ / ₄	54	—
Pennsylvania.	Under 16..... In any establishment or occu- pation ¹³	9	51	—

¹ Agricultural pursuits exempted.

² Agricultural pursuits, domestic service, and fruit or vegetable packing exempted.

³ Ruling of Industrial Welfare Commission effective November 20, 1918.

⁴ The 6 day week provision applies only to persons under 18. Canneries are exempted in case of girls over 18.

⁵ Agricultural pursuits and domestic service are exempted.

⁶ 58 per week in stores except during Christmas week.

⁷ Canneries, agricultural pursuits, and domestic service exempted.

⁸ All gainful occupations covered for children under 16. 54 hour week also for children under 16. Females over 16 in canneries exempted.

⁹ Canneries exempted; in stores, week before Christmas and Easter exempted.

¹⁰ 9 hour day does not apply to stores.

¹¹ Canneries exempted.

¹² Suspended as regards manufacture of munitions or supplies for the State or Federal governments while the United States is at war. Time lost through accident may be made up, total hours actual labor not to exceed 10¹/₄; mercantile establishments exempted during the week before Christmas, if total hours during year do not exceed 54 per week for the full year.

¹³ Agricultural pursuits and domestic service exempted.

		<i>Hrs. per day</i>	<i>Hrs. per week</i>	<i>Days per week</i>
Rhode Island	Boy under 16			
	Any female In factories, stores, etc.	10	54	—
Wyoming	Under 14 In any gainful occupation ¹	9	56	—
	Any female In factories, stores, etc.	10	52 ²	—

B—10 or over per day or 60 per week

Alabama	Under 16 In any gainful occupation ³	11	60	—
Georgia	Any employee In cotton or woolen factory ⁵	—	60 ⁴	—
Louisiana	Boy under 18			
	Any female In factories, stores ⁸ , etc.	10	60	—
North Carolina	Any minor			
	Any female In factories ⁵	—	60	—
South Carolina	Any employee In cotton or woolen factory ⁶	11	60	—
South Dakota	Under 16 In any occupation	10	60	—
Virginia	Under 16 In factories, stores, etc. ⁷	10	—	6

III. No Provisions as to Maximum Hours

New Mexico
West Virginia

NIGHT WORK PROHIBITIONS FOR CHILDREN IN THE UNITED STATES

(Prohibitions of night work applying to messengers, street trades, theatrical exhibitions, etc., are not considered. Prohibitions of night work for all females in factories and stores, etc., are included.)

I. Night Work Prohibited

Alabama	Under 16 In any gainful occupation ⁹	6 p.m. to 6	a.m.
Arizona	Boy under 16		
	Girl under 18 In any gainful occupation ⁹	7 p.m. to 7	a.m.
Arkansas	Under 16 In any occupation	7 p.m. to 6	a.m.
	16-18 In any occupation	10 p.m. ¹⁰ to 6	a.m.
California	Under 18 In factories, stores, etc., or any other place of labor	10 p.m. to 5	a.m.

¹ Agricultural pursuits and domestic service exempted.

² 60 hours per week permitted for persons working 7 days per week.

³ Except agriculture and domestic service.

⁴ Time lost on account of accident to machinery may be made up.

⁵ Engineers, watchmen, etc., exempted.

⁶ Time lost on account of accident may be made up. Engineers, watchmen, etc., exempted.

⁷ Stores in towns of less than 2,000 inhabitants or in country district exempted; employment of child in establishment owned or operated by parent exempted not to be "prevented."

⁸ Mercantile establishments employing more than five persons exempted on Saturday nights.

⁹ Agricultural pursuits and domestic service exempted.

¹⁰ Work of girls under 18 in factories, stores, etc., with certain exemptions, prohibited between 9 P. M. and 7 A. M.

Colorado.....	Under 16.....	In any gainful occupation... after 8 p.m. ¹	
Connecticut...	Under 16.....	In factories, stores, etc.... after 6 p.m. ²	
	Any female.....	In factories, stores, etc.... after 10 p.m.	
Delaware.....	Under 16.....	In any establishment ³	7 p.m. to 6 a.m.
	Any female.....	In factories, stores, etc....	10 p.m. to 6 a.m.
District of			
Columbia....	Under 16.....	In factories, stores, etc. ⁴	7 p.m. to 6 a.m.
	Girls under 18...	In factories, stores, etc....	6 p.m. to 7 a.m.
Florida.....	Under 16.....	In factories, etc.....	8 p.m. to 5 a.m.
Georgia.....	Under 14½.....	In factories, etc.....	7 p.m. to 6 a.m.
Idaho.....	Under 16.....	In any gainful occupation...	9 p.m. to 6 a.m.
Illinois.....	Under 16.....	In any gainful occupation...	7 p.m. to 7 a.m. ⁵
Indiana.....	Under 16.....	In any gainful occupation ⁶ ...	6 p.m. to 7 a.m.
	Any female.....	In manufacturing.....	10 p.m. to 6 a.m.
Iowa.....	Under 16.....	In stores where more than 8 persons are employed and in factories.....	6 p.m. to 7 a.m.
Kansas.....	Under 16.....	In factories, stores, etc....	6 p.m. to 7 a.m.
	Any female.....	In factories and stores.....	after 9 p.m. ⁷
Kentucky....	Under 16.....	In factories, stores, etc....	6 p.m. to 7 a.m.
Louisiana....	Boy under 16		
	Girl under 18...	In any occupation ⁸	7 p.m. to 6 a.m.
Maine.....	Under 16.....	In factories, etc. ⁹	6 p.m. to 6:30 a.m.
Maryland....	Under 16.....	In factories, stores, etc. ¹⁰ ...	7 p.m. to 7 a.m.
Massachusetts	Under 16.....	In factories, stores, etc. ¹¹ ...	6 p.m. to 6:30 a.m.
	Boy 16-18		
	Any female.....	In textile factories ¹²	6 p.m. to 5 a.m.
Michigan.....	Boy under 16		
	Girl under 18...	In factories, etc. ¹³	6 p.m. to 6 a.m.

¹ Under 14, 8 P. M. to 7 A. M. Apparently child 14 to 16 (and 12 to 16 during summer vacation) may obtain exemption on special permit.

² Employment permitted until 10 P. M. in stores on one day per week, and during Christmas week.

³ Canneries, agricultural pursuits and domestic service exempted.

⁴ Employment under 14 prohibited 7 P. M. to 6 A. M. in any occupation except employment in the service of the Senate.

⁵ Night work prohibited 6 P. M. to 7 A. M. in any occupation for children under 14.

⁶ Agricultural pursuits and domestic service exempted.

⁷ In factories, prohibited before 6 A. M. also.

⁸ Stores and mercantile establishments where more than five people are employed exempted on Saturdays.

⁹ Establishments handling perishable products exempted. Employers engaged in public service exempted in certain cases of public emergency.

¹⁰ Canneries exempted.

¹¹ The same night work prohibition applies to children under 14 in all occupations.

¹² After 10 P. M. in manufacturing establishments.

¹³ Provisions for girls 16 to 18 apply to factories only. "The provision of this section in relation to the hours of employment shall not apply to nor affect any person engaged in preserving perishable goods in fruit and vegetable canning establishments."

Minnesota	Under 16	In all gainful occupations	7 p.m. to 7	a.m.
	Under 18	In labor of any kind, "outside the family of his residence"	6 p.m. to 7	a.m.
Mississippi	Boy under 16			
	Girl under 18	In factories, etc. ¹	7 p.m. to 6	a.m.
Missouri	Under 16	In any gainful occupation	7 p.m. to 7	a.m.
Nebraska	Under 16	In factories, stores, etc.	8 p.m. to 6	a.m.
	Any female	In factories, stores, etc., in cities of specified population	10 p.m. to 6	a.m.
New Hampshire	Boy under 16			
	Girl under 18	In any gainful occupation ²	7 p.m. to 6:30	a.m.
New Jersey	Under 16	In factories, etc., and mercantile establishments ³	7 p.m. to 7	a.m.
	Boy 16-18			
	Any female	In factories, etc.	6 p.m. to 7	a.m. ⁴
New York	Under 16	In factories, etc., and in stores in villages or cities of 3,000 or more inhabitants	5 p.m. to 8	a.m. ⁵
	Boys 16-18	In factories	12 m. to 4	a.m.
	Girls 16-21	In factories	9 p.m. to 6	a.m.
	Females	In factories, and in stores ⁶ in villages or cities of 3,000 or more inhabitants	10 p.m. to 6	a.m. ⁷
North Carolina	Under 16	In factories	9 p.m. to 6	a.m.
North Dakota	Under 16	In any gainful occupation	7 p.m. to 7	a.m.
Ohio	Boy under 16			
	Girl under 18	In factories, stores, etc.	6 p.m. to 7	a.m.
	Boys 16-18			
	Girl 18-21	In factories, stores, etc.	10 p.m. to 6	a.m.
Oklahoma	Boy under 16			
	Girl under 18	In factories, etc.	6 p.m. to 7	a.m.
Oregon	Under 16	In all occupations	6 p.m. to 7	a.m.
	Girl under 18	In any occupation ⁸	after 6 p.m.	

¹Boys 14 to 16 and girls 16 to 18 in cotton and knitting mills exempted.

²Agricultural pursuits and domestic service exempted. Girls 16-18 in retail stores and telephone exchanges may work until 10 P. M.

³"Mercantile establishment" shall be construed to apply to any employment for compensation other than in a factory, workshop, mill, place where the manufacture of goods is carried on, mine, quarry, or agricultural pursuits.

⁴Canneries and glass factories exempted.

⁵In stores, 6 P. M. to 8 A. M.

⁶Week before Christmas and two days per year exempted for stock taking.

⁷7 A. M. in stores affected by act.

⁸Order of Industrial Welfare Commission effective June 12, 1918.

Pennsylvania.	Under 16.	In any establishment or occupation ¹	8 p.m. to 6 a.m.
	Girl under 21	In any occupation ²	9 p.m. to 6 a.m.
	Any female	In manufacturing establishments ³	10 p.m. to 6 a.m.
Rhode Island.	Under 16.	In any occupation ⁴	8 p.m. to 6 a.m.
South Carolina	Under 16.	In factories, etc.	8 p.m. to 6 a.m. ⁵
Tennessee	Under 16.	In factories, etc.	7 p.m. to 6 a.m.
Vermont.	Under 16.	In factories, etc.	7 p.m. to 6 a.m.
Virginia.	Under 16.	In factories, stores, ⁹ etc.	7 p.m. to 6 a.m.
Washington.	Under 18.	In any factory, store, ⁶ etc.	7 p.m. to 6 a.m.
Wisconsin.	Under 16.	In any gainful occupation ⁷	6 p.m. to 7 a.m.
	Any female	In factories, etc. ⁸	6 p.m. to 6 a.m.

II. No Regulation of Night Work

Montana¹⁰
Nevada
New Mexico
South Dakota
Texas
Utah
West Virginia
Wyoming

MINIMUM AGE STANDARDS FOR EMPLOYMENT OF BOYS IN MINES IN THE UNITED STATES

I. Minimum Age for Boys in Mines, 18

Arizona
Wisconsin

II. Minimum Age for Boys in Mines, 17

Texas

¹ Agricultural pursuits or domestic service exempted.

² Telephone operators over 18 exempted.

³ Managers, clerks, etc., exempted.

⁴ Agricultural pursuits and domestic service exempted.

⁵ Employment permitted until 9 P. M. to make up time lost on account of accident to machinery, etc., under certain conditions.

⁶ Order of Industrial Welfare Commission, effective November 20, 1918.

⁷ Agricultural pursuits and domestic service exempted.

⁸ Order of Industrial Welfare Commission effective June 29, 1917. Pea canneries (for which special regulations as to hours of rest are made) are exempted.

⁹ Stores in towns of less than 2,000 inhabitants or in country districts exempted; employment of child in establishment owned or operated by parent not to be "prevented."

¹⁰ Employment of children under 16 in factories is prohibited.

III. Minimum Age for Boys in Mines, 16

Alabama	Kansas	Pennsylvania
Arkansas	Kentucky	Tennessee
California	Maryland	Utah
Colorado	Montana	Vermont
Connecticut	Nevada	Virginia
Illinois	New York	Washington
Iowa ¹	Ohio	West Virginia ²
	Oklahoma	

IV. Minimum Age for Boys in Mines, 15

Delaware
Michigan
South Dakota³

V. Minimum Age for Boys in Mines, 14

Idaho	Minnesota	North Dakota
Indiana	Missouri ⁴	Rhode Island ⁶
Louisiana	New Jersey	South Carolina
	New Mexico	Wyoming

VI. Minimum Age for Boys in Mines, 12

North Carolina⁵

VII. No Minimum Age for Boys in Mines

District of Columbia	Maine	Nebraska
Florida	Massachusetts	New Hampshire
Georgia	Mississippi	Oregon

MAIN PROVISIONS OF LAWS PROHIBITING EMPLOYMENT OF CHILDREN IN DANGEROUS, INJURIOUS OR IMMORAL OCCUPATIONS IN THE UNITED STATES

Powers of State Boards of Health, Welfare Commissions, etc., to prohibit work in dangerous, injurious or immoral occupations are included. Laws relating to employment in sale of intoxicating liquors and work requiring constant standing are omitted. In addition to the laws here specified, several States have prohibited minors under 18 and under 21 from cleaning machinery while in motion.

¹Applies during the school term. At other times the minimum age is 14. Exemptions: employment in or about establishments owned or operated by parents.

²Coal mines, in which 5 or more persons are employed in a 24 hour period at any time when a free school is in session in the district where he resides or at other times in positions considered hazardous by the district mine inspector; there is a minimum age of 14 in such mines at all times.

³During school hours only; 14 at other times.

⁴Employment of boy under 16 unable to read and write prohibited, otherwise 14.

⁵Where more than 10 men are employed.

⁶Every person employing any child under 16 "whatever the business conducted" is "subject to the provisions" of the act fixing a minimum age for employment in factories and business establishments.

State	Work in any dan- gerous or in- jurious occupa- tion prohibited			State Board or other authority has power to prohibit work of children in dangerous occupations, etc.
	Specific occupations prohibited (with ages)	(with ages)	Occupations hazardous to morals prohibited (with ages)	
Alabama.....	Yes (16)	No	No	No
Arizona.....	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)
Arkansas.....	Yes (16)	Yes (16)	Yes (16)	Yes (16)
California.....	Yes (16)	Yes (16)	Yes (18)	Yes (18)
Colorado.....	Yes (16)	Yes (16)	Yes (16)	Yes (18)
Connecticut....	Yes (16)	Yes (16)	No	No
Delaware.....	Yes (15, 18)	Yes (15)	Yes (15)	Yes (15)
District of Columbia....	No	Yes (14)	Yes	Judge of Juvenile Court not to issue permit for danger- ous, etc., occupa- tion (14)
Florida.....	Yes (16)	Yes (16)	Yes (16)	No
Idaho.....	No	Yes (16)	No	No
Illinois.....	Yes (16)	Yes (16)	Yes (16)	No
Indiana.....	Yes (16, 18)	Yes (16)	Yes (16)	No
Iowa.....	Yes (16)	Yes (16)	Yes (16)	No
Kansas.....	No	Yes (16)	Yes (16)	Yes (18)
Kentucky.....	Yes (16)	Yes (16)	Yes (16)	No
Louisiana.....	No	Yes (16)	Yes (16)	No
Maine.....	No	Yes (16)	Yes (16)	No
Maryland.....	Yes (16, 18)	Yes (16)	Yes (16)	No
Massachusetts..	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)
Michigan.....	Yes (16, 18, 21 for girls)	Yes (16, 21)	Yes (16, 21)	Yes (18)
Minnesota.....	Yes (16)	Yes (16)	Yes (16)	No
Missouri.....	Yes (16)	Yes (16)	Yes (16)	Yes (16)
Montana.....	Yes (16)	Yes (16)	Yes (16)	No
Nebraska.....	No	Yes (16)	Yes (16)	No
Nevada.....	Yes (16)	Yes (16, 18)	Yes (16, 18)	Yes (16)
New Hampshire..	No	Yes (16)	No	No
New Jersey.....	Yes (16)	Yes (16)	Yes (16)	Yes (16)
New York.....	Yes (16, 18)	Yes (18)	Yes (18)	Yes (18)
North Dakota..	Yes (16)	Yes (16)	Yes (16)	No
Ohio.....	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)	Yes (18)
Oklahoma.....	Yes (16)	Yes (15)	Yes (15)	Yes (15, upon com- plaint)
Oregon.....	No	Yes (18)	Yes (18)	Yes (18)
Pennsylvania...	Yes (16, 18)	Yes (18)	Yes (18)	Yes (18)
Rhode Island...	Yes (16)	Yes (16)	Yes (16)	No
South Dakota...	No	Yes (14)	Yes (14)	No
Tennessee.....	Yes (16)	No	No	No
Texas.....	No	Yes (15)	Yes (15)	No
Utah.....	Yes (16)	Yes (16)	Yes (16)	Yes (16)
Vermont.....	Yes (16)	No	No	No

<i>State</i>	<i>Specific occupations prohibited (with ages)</i>	<i>Work in any dangerous or injurious occupation prohibited (with ages)</i>	<i>Occupations hazardous to morals prohibited (with ages)</i>	<i>State Board or other authority has power to prohibit work of children in dangerous occupations, etc. (with ages)</i>
Virginia.....	No	Yes (14)	Yes (14)	No
Washington....	No	Yes (18)	Yes (18)	Yes (18)
West Virginia...	No	Yes (15)	Yes (15)	No
Wisconsin.....	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)	Yes (16, 18)
Wyoming.....	Yes (14)	Yes (16)	Yes (16)	No

No Prohibition of Dangerous Occupations

Georgia
Mississippi
North Carolina
South Carolina
New Mexico

LEGAL REFERENCES

Legal References for Minimum Age Provisions

Alabama—Acts 1915, p. 193, sec. 1.
 Arizona—Revised statutes 1913, Civil Code, title 14, ch. 2, sec. 3110.
 Arkansas—Laws 1914, Art. 1, sec. 1.
 California—Deering's General Laws 1909 Act 1611 as amended by Acts 1915 ch. 625.
 Colorado—Mills' Annotated Statutes, Revised edition 1912, secs. 657 and 671.
 Connecticut—Laws 1911, ch. 119, sec. 1.
 Delaware—Revised Code 1915, secs. 3144, 3151, 3161, 3171, as re-enacted by Acts 1917, ch. 232.
 District of Columbia—Code 1911, p. 441, sec. 1.
 Florida—Compiled Laws 1914, sec. 2642c.
 Georgia—Code 1914, Civil sec. 3149a.
 Idaho—Acts 1911, ch. 159, sec. 166.
 Illinois—Acts 1917, p. 511, sec. 1.
 Indiana—Burn's Annotated Statutes, 1914, sec. 8022a.
 Iowa—Code 1897, Supplemental Supplement 1915, sec. 2477a.
 Kansas—Acts 1917, ch. 227, sec. 1.
 Kentucky—Statutes 1915, sec. 331a, 1.
 Louisiana—Wolff's Revised Laws, Supplement 1904-8; vol. 3, p. 414; Acts 1908, act 301, sec. 1, as amended by Acts 1914 acts 133.
 Maine—Acts 1915, ch. 327, sec. 1.
 Maryland—Annotated Code 1911, vol. 3 (1914), art. 100, sec. 4 as amended by Acts 1916, ch. 222, sec. 5, as amended by Acts 1918, ch. 495.
 Massachusetts—Acts 1909, ch. 514, sec. 56, as amended by Acts 1913, ch. 831, sec. 1.
 Michigan—Howell's Annotated Statutes, 2d edition, 1913, sec. 4018, as amended by Acts 1915, No. 255.
 Minnesota—General Statutes 1913, sec. 3839.

Mississippi—Acts 1908, ch. 99, sec. 1, as amended by Acts 1912, ch. 165.
 Missouri—Revised Statutes 1909, V. 1, sec. 1715, as amended by Acts 1911, p. 132.
 Montana—Revised Codes 1907, Sec. 1746.
 Nebraska—Revised Statutes 1913, sec. 3575.
 Nevada—Revised Laws 1912, sec. 6824, Acts 1913, ch. 232, sec. 1.
 New Hampshire—Acts 1911, ch. 162, sec. 1, as amended by Acts 1913, ch. 224.
 New Jersey—Compiled Statutes 1910, v. 3, Labor, sec. 16, p. 3023, as amended by Acts 1914, ch. 236; Acts 1911, ch. 136, sec. 1, as amended by Acts 1918, ch. 204; Acts 1914, ch. 223, secs. 1, 13.
 New Mexico—No provisions.
 New York—Consolidated laws 1909, v. 3, Labor, ch. 31, art. 6, sec. 70, as amended by Acts 1913, ch. 529; *ibid.* ch. 31, art. 12 (as renumbered by Acts 1913, ch. 145), sec. 162, as amended by Acts 1911, ch. 866.
 North Carolina—Pell's Revisal of 1908, ch. 45A, sec. 1981b, and *ibid.* Supplement 1913, ch. 45A, sec. 1981ee(1).
 North Dakota—Compiled Laws 1913, sec. 1404.
 Ohio—Page & Adams, Annotated General Code, 1912, sec. 12993, as amended by Acts of 1913, p. 864. *Ibid.* sec. 7765, as amended by Acts 1913, p. 864.
 Oklahoma—Revised Laws 1910, sec. 3728.
 Oregon—Lord's Oregon Laws 1910, secs. 5023, 5035, both as amended by Acts 1911, ch. 138.
 Pennsylvania—1915 Pamphlet Laws 286, secs. 1, 2.
 Rhode Island—Acts 1916, ch. 1378, sec. 1.
 South Carolina—1912 Criminal Code, sec. 422, as amended by Acts of 1916, act 361.
 South Dakota—Acts 1907, ch. 135, Art. 7, sec. 150; Acts 1913, ch. 240, secs. 2, 5.
 Tennessee—Acts 1911, ch. 57, sec. 1, as amended by Acts 1913, 1st Extra Session, ch. 47, and Acts 1917, ch. 77.
 Texas—Acts 1917, ch. 59, secs. 1, 5.
 Utah—Acts 1911, ch. 144, sec. 1, as amended by Acts 1917, ch. 80.
 Vermont—Public Statutes 1906, ch. 50, sec. 1046, as amended by Acts 1917, No. 177, sec. 2.
 Virginia—Acts 1908, ch. 301, sec. 1, and Acts 1918, ch. 204.
 Washington—Pierce's Code 1912, title 135, sec. 389; *Ibid.* title 291, sec. 151.
 West Virginia—Hobb's Code 1913, ch. 15H, sec. 530.
 Wisconsin—Statutes, ch. 83, sec. 1728 A. 3, 1728 a. 4 and 1728 e. 4.
 Wyoming—Acts of 1915, ch. 77, sec. 3.

Legal References for Hours of Labor Provisions

Alabama—Acts 1915, p. 193, sec. 2.
 Arizona—Revised Statutes, 1913, Civil Code, title 14, ch. 2, sec. 3131.
 Arkansas—Acts 1914, act 1, sec. 5.
 California—Deering's General Laws 1909, act 1611, as amended by Acts 1915, ch. 625, and Acts 1917, ch. 582.
 Colorado—Mill's Annotated Statutes, revised edition 1912, sec. 668; *Ibid.* sec. 657. Acts 1913, Appendix, p. 692, sec. 2.
 Connecticut—Acts 1909, ch. 220, secs. 1 and 2, as amended by Acts 1913, ch. 179.
 Delaware—Revised Code 1915, ch. 90, sec. 3164.
 District of Columbia—Code 1911, p. 443, sec. 8.
 Florida—Compiled Laws 1914, sec. 2642i.

Georgia—Code 1914, Civil, sec. 3137.
 Idaho—Acts 1911, ch. 189, sec. 169; Acts 1913, ch. 86, sec. 1.
 Illinois—Acts 1917, p. 511 et seq., sec. 9.
 Indiana—Burns' Annotated Statutes 1914, sec. 8022b.
 Iowa—Code 1897, Supplemental Supplement 1915, sec. 2477c.
 Kansas—General Statutes 1909, sec. 5095.
 Kentucky—Statutes 1915, sec. 331a.7.
 Louisiana—Acts 1908, act 301, sec. 4, as amended by Acts 1916, act No. 177.
 Maine—Acts 1915, ch. 350, sec. 1 (as adopted after suspension according to the referendum, Sept. 11, 1916).
 Maryland—Code of Public General Laws, art. 100, sec. 22A, as added by Acts 1916, ch. 222, sec. 2.
 Massachusetts—Acts 1913, ch. 831, sec. 8.
 Michigan—Howell's Annotated Statutes, 2d edition, Acts 1913, sec. 3578.
 Minnesota—General Statutes 1913, sec. 3845.
 Mississippi—Acts 1906, ch. 99, sec. 2, as amended by Acts 1912, ch. 165. Acts 1914, ch. 164 secs. 2, 9.
 Missouri—Revised Statutes 1909, vol. 1, sec. 1716, as amended by Acts 1911, p. 132.
 Montana—Acts 1913, ch. 108, as amended by Acts 1917, ch. 70.
 Nebraska—Revised Statutes 1913, sec. 3584.
 Nevada—Acts 1913, ch. 232, sec. 8.
 New Hampshire—Acts 1913, ch. 156, sec. 1, as amended by Acts 1915, ch. 154, sec. 1, and Acts 1917, ch. 196.
 New Jersey—Compiled Statutes 1910, vol. 3, Labor, sec. 24, p. 3025, as amended by Acts 1914, ch. 252, sec. 6. Acts 1911, ch. 136, sec. 2, as amended by Acts 1914, ch. 253, and by Acts 1918, ch. 204.
 New Mexico—No provisions.
 New York—Consolidated Laws 1909, vol. 3, Labor, ch. 31, art. 6, sec. 77, as amended by Acts 1912, ch. 539, and by Acts 1913, ch. 465. Consolidated Laws 1909, vol. 3, Labor, ch. 31, art. 12 (as renumbered by Acts 1913, ch. 145), sec. 160; sec. 161, as amended by Acts 1914, ch. 331, and by Acts 1915, ch. 386.
 North Carolina—Pell's Revisal 1908, Supplement Acts 1913, ch. 45a, sec. 1981c, as reenacted by Acts 1915, ch. 148.
 North Dakota—Compiled Laws 1913, sec. 1410.
 Ohio—Page and Adams, Annotated General Code 1912, sec. 12996, as amended by Acts 1913, p. 864.
 Oklahoma—Revised Laws 1910, sec. 3732.
 Oregon—Industrial Welfare Commission, Code of Rulings, 1916, sec. 3, arts. 3 and 4.
 Pennsylvania—1915 Pamphlet Laws, 286, sec. 4.
 Rhode Island—General Laws 1909, ch. 249, sec. 22, as amended by Acts 1915, ch. 1218.
 South Carolina—Laws 1912, Criminal Code, ch. 16, sec. 421, as amended by Acts 1916, act 547.
 South Dakota—Acts 1913, ch. 240, sec. 1.
 Tennessee—Acts 1917, ch. 77, sec. 4.
 Texas—Acts 1917, ch. 59, sec. 4.
 Utah—Acts 1917, ch. 0, sec. 8.
 Vermont—Public Statutes 1906, ch. 50, sec. 1044, as amended by Acts 1917, No. 177.

- Virginia—Acts 1908, ch. 301, secs. 2, 6, as amended by Acts 1914, ch. 339, and Acts 1918 ch. 204.
- Washington—Ruling of Industrial Welfare Commission, effective November 20, 1918.
- West Virginia—No provisions.
- Wisconsin—Statutes, ch. 83, sec. 1728c, as amended by Acts 1917, ch. 674.
- Wyoming—Acts of 1915, ch. 45, sec. 1, as amended by Acts 1917, ch. 105. Acts of 1915, ch. 77, sec. 4.

Legal References for Night Work Prohibitions

- Alabama—Acts 1915, p. 193, sec. 2.
- Arizona—Revised Statutes, 1913, Civil Code, title 14, ch. 2, sec. 3131. Acts 1915, act 191, sec. 2.
- Arkansas—Acts 1914 act 1, sec. 5 and 6.
- California—Deering's General Laws 1909, act 1611, as amended by Acts 1915, ch. 625, sec. 7.
- Colorado—Mill's Annotated Statutes, revised edition 1912, sec. 668. Ibid. sec. 657.
- Connecticut—Acts 1909, ch. 220, sec. 3, as amended by Acts 1913, ch. 179.
- Delaware—Revised Code 1915, ch. 90, sec. 3159, as re-enacted by Acts 1917, ch. 232. Revised Code 1915, ch. 90, sec. 3135, as re-enacted by Acts 1917, ch. 230. Revised Code 1915, ch. 90, secs. 3144 and 3171, as re-enacted by Acts 1917, ch. 232.
- District of Columbia—Code 1911, p. 443, sec. 8. Code 1911, p. 441, sec. 1. 38 U. S. Statutes at Large, p. 291, sec. 2.
- Florida—Compiled Laws 1914, sec. 2642i.
- Georgia—Code 1914, Civil, sec. 3149 (d)
- Idaho—Acts 1911, ch. 159, sec. 169.
- Illinois—Acts 1917, p. 511, secs. 1 and 9.
- Indiana—Burns' Annotated Statutes 1914, secs. 8022c, 8023.
- Iowa—Code 1897, Supplemental Supplement 1915, sec. 2477-c.
- Kansas—Acts 1917, ch. 227, sec. 3. Orders of Industrial Welfare Commission. Order approved October 30, 1918, and Jan. 9, 1917.
- Kentucky—Statutes 1915, sec. 331a.7.
- Louisiana—Wolff's Revised Laws, Supplement 1904-1908, vol. 3, p. 414; Acts 1908, Act 301, sec. 5, as amended by Acts 1916, act 177.
- Maine—Acts 1915, ch. 350, sec. 1 (as adopted by referendum vote, September 11, 1916).
- Maryland—Code of Public General Laws, Art. 100, sec. 22A, as added by Acts 1916, ch. 222, sec. 2.
- Massachusetts—Acts 1909, ch. 514, sec. 51. Acts 1913, ch. 831, sec. 8.
- Michigan—Howell's Annotated Statutes 1913, sec. 4017, as amended by Acts 1915, No. 255.
- Minnesota—General Statutes 1913, secs. 3845 and 3849.
- Mississippi—Acts 1908, ch. 99, sec. 2, as amended by Acts 1912, ch. 165. Acts 1914, ch. 164, secs. 2 and 9.
- Missouri—Revised Statutes 1909, vol. 1, sec. 1716, as amended by Acts 1911, p. 132.
- Montana—Revised Codes 1907, sec. 1746 (footnote).
- Nebraska—Revised Statutes 1913, sec. 3584. Ibid. sec. 3564, as amended by Acts 1915, ch. 71.
- Nevada—No provisions.

New Hampshire—Acts 1911, ch. 162, sec. 6, as amended by Acts 1913, ch. 224.

New Jersey—Compiled Statutes 1910, vol. 3, Labor, sec. 24, p. 3025, as amended by Acts 1914, ch. 252. Ibid. sec. 76, p. 3038. Acts 1911, ch. 136, sec. 2, as amended by Acts 1914, ch. 253, and Acts 1918 ch. 204.

New York—Consolidated Laws 1909, vol. 3, Labor, ch. 31, art. 6, sec. 77, as amended by Acts 1912, ch. 539, and by Acts 1913, ch. 465. Consolidated Laws 1909, vol. 3, Labor, ch. 31, Art. 12 (as amended by Acts 1913, ch. 145), sec. 160; sec. 161, as amended by Acts 1914, ch. 331, and Acts 1915, ch. 386. Ibid. ch. 31, Art. 6, sec. 93b, as added by Acts 1913, ch. 83.

North Carolina—Pell's Revisal of 1908, ch. 45A, sec. 1981ee (2).

North Dakota—Compiled Laws 1913, sec. 1410.

Ohio—Page and Adams, Annotated General Code 1912, sec. 12996, as amended by Acts 1913 p. 864.

Oklahoma—Revised Laws 1910, sec. 3133.

Oregon—Order of Industrial Welfare Commission, effective June 12, 1918.

Pennsylvania—1915 Pamphlet Laws 286, secs. 1, 4; 1915 Pamphlet Laws 1024, secs. 4, 5.

Rhode Island—General Laws, ch. 78, sec. 1, as amended by Acts 1916, ch. 1378.

South Carolina—1912 Criminal Code, ch. 16, sec. 423.

South Dakota—No provisions.

Tennessee—Acts 1911, ch. 57, sec. 4, as amended by Acts 1917, ch. 77.

Texas—No provisions.

Utah—No provisions.

Vermont—Public Statutes 1906, ch. 50, sec. 1044, as amended by Acts 1917, No. 177.

Virginia—Acts 1908, ch. 301, secs. 2 and 6, as amended by Acts 1914, ch. 339, and Acts 1918, ch. 204.

Washington—Rulings of Industrial Welfare Commission, effective November 20, 1918.

West Virginia—No provisions.

Wisconsin—Statutes, ch. 83, sec. 1728c, as amended by Acts 1917, ch. 674. Order of Industrial Welfare Commission effective June 29, 1917.

Wyoming—No provisions.

Legal References to Main Provisions of Laws Pertaining to Dangerous, Injurious or Immoral Occupations¹ and to Employment in Mines

Note.—Powers of State Boards of Health, Welfare Commissions, etc., to prohibit work in dangerous, injurious or immoral occupations are included. Laws relating to employment in sale of intoxicating liquors, work requiring constant standing and cleaning or oiling machinery while in motion are omitted.

Alabama—Laws 1915, p. 193, secs. 5 and 6.

Arizona—Revised Statutes 1913, Civ. C., title 14, ch. 2, secs. 3113-3115, 3128.

Revised Statutes 1913, Civ. C., title 34, ch. 3, sec. 4079. Revised Statutes 1913, Penal Code, part 1, title 9, ch. 2, sec. 253.

Arkansas—Laws 1909 Act No. 170, secs. 1 and 2; 1914, Act No. 1, secs. 1 to 4.

California—Deering's General Laws 1909, Act 1611, as amended by Laws 1915, ch. 625, secs. 4 to 6. Acts 1913, ch. 324, secs. 3 to 6.

¹The references to the statements as to employment of girls in messenger service are as follows: Minnesota General Statutes 1913, Sec. 3849; New York, Acts of 1918, Ch. 434; Ohio, Page & Adams' Annotated General Code 1912, Sec. 12993 as amended by 1913, p. 864.

- Colorado—Mill's Annotated Statutes 1912, secs. 658 to 659. Acts 1917, ch. 98, sec. 14.
- Connecticut—General Statutes 1902, sec. 1163, as amended by Acts 1915, ch. 175. Acts 1911, ch. 123, sec. 1; sec. 2, as amended by Acts 1915, ch. 195, secs. 4 and 5.
- Delaware—Revised Code 1915, secs. 3144 and 3145, and 3148, as re-enacted by Laws 1917, ch. 232.
- District of Columbia—Code 1911, p. 441, sec. 1.
- Florida—Compiled Laws 1914, secs. 2642m, 2642n.
- Georgia—(No laws).
- Idaho—Acts 1911, ch. 159, secs. 166, 171, 172.
- Illinois—Hurd's Revised Statutes 1917, ch. 48, sec. 201.
- Indiana—Burns' Annotated Statutes 1914, secs. 2623, 8022, 8022d, 8022e.
- Iowa—Code 1897 Supplemental Supplement 1915, sec. 2477-a and 2477-b.
- Kansas—Acts 1915, ch. 275, secs. 2, 10; Laws 1917, ch. 227, sec. 2.
- Kentucky—Statutes 1915, secs. 326, 333a.9, 331a.10.
- Louisiana—Wolff's Revised Laws 1904, vol. 1, p. 395 (1894, Act 43, sec. 1); Laws 1912, Act No. 184, sec. 1.
- Maine—Revised Statutes 1916, ch. 120, sec. 32 (Acts 1905, ch. 123, sec. 9).
- Maryland—Annotated Code 1911, vol. 3 (1914), Art. 100, secs. 7, 8, both amended by Acts 1916, ch. 222; sec. 21.
- Massachusetts—Acts 1913, ch. 831, secs. 2 to 7.
- Michigan—Compiled Laws 1915, secs. 5331, as amended by Public Acts 1917, No. 280; 5332.
- Minnesota—General Statutes 1913, secs. 3839, 3848, 3870, 3871.
- Mississippi—(No laws).
- Missouri—Revised Statutes 1909, secs. 1726b to 1726e, as added by Acts of 1911, p. 132; secs. 4741, 4742, 7829, 8456.
- Montana—Revised Code 1907, secs. 1746, 1747.
- Nebraska—Revised Statutes 1913, sec. 3587.
- Nevada—Revised Laws 1912, sec. 6823, 6824; Acts 1913, ch. 232, secs. 2, 3, 5, 6.
- New Hampshire—Acts 1911, ch. 162, sec. 3.
- New Jersey—Compiled Statutes, 1910, vol. 3, Labor, sec. 16, p. 3023, as amended by Acts 1914, ch. 236, sec. 2; sec. 22, p. 3025, as amended by Acts 1914, ch. 252, sec. 4; sec. 36, p. 3028; Acts 1911, ch. 136, sec. 5, as amended by Acts 1918, ch. 204.
- New Mexico—Constitution, Art. 17, sec. 2.
- New York—Consolidated Laws 1909, Vol. 3, Labor, ch. 31, Art. 6, sec. 93, as amended by Acts 1910, ch. 107, and Acts 1913, ch. 464; Art. 9, sec. 131.
- North Carolina—Pell's Revisal of 1908, ch. 103, sec. 4931.
- North Dakota—Compiled Laws 1913, secs. 1404, 1412.
- Ohio—Page and Adams' Annotated General Code 1912, secs. 13001 to 13003, as amended, and secs. 13007-3, 13007-4 and 13007-5, as added by Acts 1913, p. 864.
- Oklahoma—Revised Laws 1910, secs. 3728, 3729, 3739.
- Oregon—Acts 1913, ch. 62, secs. 1, 4.
- Pennsylvania—1909 Pamphlet Laws 283, sec. 2 (sec. 3 is not amended). Stewart's and Purdon's Digest, Supplement 1905-1909, vol. 5, p. 5605, as amended by 1913 Public Laws 862. 1915 Pamphlet Laws 286, sec. 5.
- Rhode Island—General Laws 1909, ch. 78, sec. 1, as amended by Acts 1916, ch. 1378; sec. 2. General Laws 1909, ch. 139, secs. 1, 4, 5.

South Carolina—1912 Criminal Code, ch. 16, sec. 422, as amended by Acts 1916, No. 361.

South Dakota—Revised Codes 1903, Political, sec. 145; Acts 1903, ch. 88, sec. 1.

Tennessee—Acts 1911, ch. 57, sec. 3.

Texas—Acts 1917, ch. 59, secs. 1, 2, 5.

Utah—Acts 1911, ch. 144, sec. 1, as amended by Acts 1917, ch. 80.

Vermont—Acts 1910, No. 70, sec. 2, as amended by Acts 1917, ch. 177, sec. 3.

Virginia—Code 1904, secs. 3795a (1), as amended by Acts 1908, ch. 282; 3795a (2) to 3795a (3). Acts 1917, ch. 204, sec. 1.

Washington—Pierce's Code 1912, title 135, sec. 387. Acts 1913, ch. 174, secs. 1 to 3. Acts 1917, ch. 38, sec. 165.

West Virginia—Hogg's Code 1913, ch. 15H, secs. 469 and 470, as amended by Acts 1915, ch. 10, secs. 1, 11, 14. Hogg's Code 1913, ch. 144, secs. 5176, 5177.

Wisconsin—Statutes 1917, secs. 1728a.2; 1728zv, as added by Acts 1918, ch. 12.

Wyoming—Compiled Statutes 1910, secs. 3101, 3103, 3107. Acts 1915, ch. 77, secs. 2, 3.

APPENDIX D

CLASSIFICATION OF

UNITED STATES LEGISLATION

CONCERNING

WOMEN IN INDUSTRY

1. CLASSIFICATION OF LEGISLATION LIMITING THE HOURS OF WORK FOR WOMEN AS FOLLOWS:

A. *Eight Hour Laws.*

Eight Hours Daily—48 hours weekly	
No. of States	4
Eight Hours Daily—56 hours weekly	
No. of States	2
Eight Hours Daily—Weekly hours unlimited	
No. of States	5

B. *Nine Hour Laws.*

Nine Hours Daily—50 hours weekly	
No. of States	1
Nine Hours Daily—54 hours weekly	
No. of States	11
Nine Hours Daily—Unlimited hours weekly	
No. of States	2

C. *Ten Hour Laws.*

Ten Hours Daily—54 hours weekly	
No. of States	3
Ten Hours Daily—55 hours weekly	
No. of States	3
Ten Hours Daily—58 hours weekly	
No. of States	1
Ten Hours Daily—60 hours weekly	
No. of States	8
Ten Hours Daily—Unlimited hours weekly	
No. of States	4

D. *Laws Permitting Employment of Women, 10¼, 10½, 11, and 12 Hours Daily.*

Ten and a Quarter Hours Daily—54 hours weekly	
No. of States	1
Ten and a Half Hours Daily—56 hours weekly	
No. of States	1
Ten and a Half Hours Daily—57 hours weekly	
No. of States	1
Eleven Hours Daily—60 hours weekly	
No. of States	1
Twelve Hours Daily—60 hours weekly	
No. of States	1

E. States Which Have Laws Regulating the Weekly Hours of Work but not Regulating the Daily Hours of Work in Certain Occupations.

No Daily Limit—51 hours weekly	
No. of States	1
No Daily Limit—54 hours weekly	
No. of States	3
No Daily Limit—56 hours weekly	
No. of States	1
No Daily Limit—58 hours weekly	
No. of States	1

Legislation Limiting the Hours of Work for Women

A. EIGHT HOUR LAWS

1. Eight Hours Daily—48 Hours Weekly

California—Acts of 1911, Chap. 258, as amended by Acts of 1913, Ch. 352, Sec. 1. (See Bulletin of the Bureau of Labor Statistics, No. 148, p. 295.)

For list of occupations affected by the law, see Appendix, Chart 1

District of Columbia—Acts of 1914, Sec. 1. Pub. No. 60, 63rd Congress. (See Bulletin of Bureau of Labor Statistics, No. 166, p. 29. For list of occupations affected by the law, see Appendix Chart I.

Kansas—Orders of the Industrial Welfare Commission Sept. 5, 1918, Oct. 30, 1918—not yet published. (Data on charts, Appendix I, taken from tabulation of Working Hours for Women—American Association for Labor Legislation—report not published.) For list of occupations affected by the rulings, see Appendix, Chart I.

Porto Rico—Acts of 1912, Act No. 42, as amended by Act No. 139, acts of Extraordinary Session 1913, Sec. 1. (See Bulletin of Bureau of Labor Statistics, No. 148, p. 1961.) For list of occupations affected by the law; see Appendix, Chart I.

2. Eight Hours Daily—56 Hours Weekly

Arizona—Penal Code of 1913, Sec. 717. (See Bulletin of Bureau of Labor Statistics, No. 148, p. 205.) For list of occupations affected, see Appendix, Chart I

Nevada—Acts of 1917, Ch. 14, Sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 244, p. 223. For list of occupations affected by the law, see Appendix, Chart I

3. Eight Hours Daily—Weekly Hours Unlimited

Alaska—Acts of 1917, Ch. 55, Sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 244, p. 60.) For list of occupations affected by the law, see Appendix, Chart I.

Colorado—Acts of 1913, Employment of Women, Hours of Labor, Sections 1 and 2. (See Bulletin of Bureau of Labor Statistics, No. 148, p. 395.) For list of occupations affected by the law, see Appendix, Chart I.)

Montana—Acts of 1917, Ch. 70. (See Bulletin of Bureau of Labor Statistics, No. 244, p. 211.) For list of occupations affected by the law, see Appendix, Chart I.

Washington—Acts of 1911, Ch. 37, Sec. 1. (See Bulletin of Bureau of Labor Statistics, No. 148, p. 2216.) For list of occupations affected by the law see Appendix, Chart I.

Wisconsin—Orders of the Industrial Commission, Order No. 4, May 7, 1918. (See Tabulation of Working Hours for Women, American Association for Labor Legislation, report not published.) For list of occupations affected by the law, see Appendix, Chart I.

B. NINE HOUR LAWS

1. Nine Hours Daily—50 Hours Weekly

Ohio—Acts of 1917, Amendment to Sec. 1008 of the General Code. (See Bulletin of Bureau of Labor Statistics, No. 244, p. 261.) For list of occupations affected by the law, see Appendix, Chart II.

2. Nine Hours Daily—54 Hours Weekly

Arkansas—Acts of 1915, Act No. 191, Sec. 1. (See Bulletin of Bureau of Labor Statistics, No. 186, p. 78.) For list of occupations affected by the law, see Appendix, Chart I.

Kansas—Orders of the Industrial Welfare Commission, Jan. 9, 1917, March 14, 1918, July 22, 1918. (See Tabulation of Working Hours for Women, American Association for Labor Legislation, report not published.) For list of occupations affected by the law, see Appendix, Chart II.

Maine—Acts of 1915, Ch. 350, Sec. 1 and Sec. 3. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 181.) For list of occupations affected by the law, see Appendix, Chart II.

Michigan—Acts of 1909, Act No. 285 Labor Law, Sec. 9, as amended by Act No. 220, Acts of 1911. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1063.) For list of occupations affected by the law, see Appendix, Chart II.

Minnesota—Acts of 1913, Ch. 581, Sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1141.) For list of occupations affected by the law, see Appendix, Chart II.

Missouri—Revised Statutes 1909, Sec. 7815. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1175.) For list of occupations affected by the law, see Appendix, Chart II.

Nebraska—Revised Statutes, 1913, Sec. 3564. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1292.) For list of occupations affected by the law, see Appendix, Chart II.

New York—Acts of 1914, Ch. 331, Sec. 161, paragraph 2. (See Bulletin, Bureau of Labor Statistics, No. 166, p. 181.) For list of occupations affected by the law, see Appendix, Chart II.

Oregon—Industrial Welfare Commission, Code of Rulings, 1916, Sec. 4. (See Bulletin, Bureau of Labor Statistics, No. 213, pp. 118-119.) For list of occupations affected by the law, see Appendix, Chart II.

Texas—Acts of 1915, Ch. 56, Sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 389.) For list of occupations affected by the law, see Appendix, Chart II.

Utah—Acts of 1911, Ch. 133, Sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2130.) For list of occupations affected by the law, see Appendix, Chart II.

3. Nine Hours Daily—Weekly Hours Unlimited

Idaho—Acts of 1913, Ch. 86, Sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 148, page 534.) For list of occupations affected by the law, see Appendix, Chart II.

Oklahoma—Acts 1915, Ch. 148, Sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 307.) For list of occupations affected by the law, see Appendix, Chart II

C. TEN HOUR LAWS

I. Ten Hours Daily—54 Hours Weekly

Massachusetts—Acts of 1909, ch. 514, sec. 48, as amended by ch. 78, Acts of 1913. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 971.) For list of occupations affected by the law, see Appendix, Chart III.

Pennsylvania—Acts of 1913, Act No. 466, sec. 2a. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1929.) For list of occupations affected by the law, see Appendix, Chart III.

Rhode Island—General Laws of 1909, ch. 249 as amended by ch. 912, Acts of 1913, sec. 22. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1984.) For list of occupations affected by the law, see Appendix, Chart III.

II. Ten Hours Daily—55 Hours Weekly

Connecticut—Acts of 1909, ch. 220, as amended by ch. 179, Acts of 1913, sec. 1. (See Bulletin Bureau of Labor Statistics, No. 148, p. 417-18.) For list of occupations affected by the law, see Appendix, Chart III.

Delaware—Acts of 1917, ch. 230, sec. 3135, sec. 35. (See Bulletin, Bureau of Labor Statistics, No. 244, p. 115.) For list of occupations affected by the law, see Appendix, Chart III.

Wisconsin—Statutes of 1911, sec. 1728. (See Bulletin Bureau of Labor Statistics, No. 148, p. 2268-69.) For list of occupations affected by the law, see Appendix, Chart III.

III. Ten Hours Daily—58 Hours Weekly

Minnesota—Acts of 1913, ch. 581, sec. 1. (See Bulletin, Bureau Labor Statistics, No. 148, p. 1141.) For list of occupations affected by the law, see Appendix, Chart III.

IV. Ten Hours Daily—60 Hours Weekly

Georgia—Code of 1910, sec. 3127, as amended by Acts of 1911, p. 65. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 483.) For list of occupations affected by the law, see Appendix.

Kentucky—Acts of 1912, ch. 77, sec. 2. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 833.) For list of occupations affected by the law, see Appendix, Chart III.

Louisiana—Acts of 1908, Act. No. 301, sec. 4. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 859.) For list of occupations affected by the law, see Appendix, Chart III.

Maryland—Public General Laws, 1911, Article C. sec. 14. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 915.) For list of occupations affected by the law, see Appendix, Chart III.

Mississippi—Acts of 1914, ch. 165, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 166, p. 149.) For list of occupations affected by the law, see Appendix, Chart III.

New Jersey—Acts of 1912, ch. 216, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1422.) For list of occupations affected by the law, see Appendix, Chart III.

South Carolina—Code of 1912, sec. 421. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2001.) For list of occupations affected by the law, see Appendix, Chart III.

Wyoming—Acts of 1917, ch. 106, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 244, p. 370.) For list of occupations affected by the law, see Appendix, Chart III.

V. Ten Hours Daily—Weekly Hours Unlimited

Illinois—Acts of 1909, p. 212, as amended by Act p. 328, Acts of 1911. (See Bulletin Bureau of Labor Statistics, No. 148, p. 574.) For list of occupations affected by the law, see Appendix, Chart III.

North Dakota—Revised Codes of 1906, sec. 9440. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1593.) For list of occupations affected by the law, see Appendix, Chart III.

South Dakota—Acts of 1913, ch. 240, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2025.) For list of occupations affected by the law, see Appendix, Chart III.

Virginia—Code of 1904, sec. 3657b, as amended by ch. 248, Acts of 1912. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2157.) For list of occupations affected by the law, see Appendix, Chart III.

D. LAWS PERMITTING EMPLOYMENT OF WOMEN 10¼ HOURS 10½ HOURS; 11 HOURS, AND 12 HOURS DAILY

I. Ten and a Quarter Hours Daily—54 Hours Weekly

New Hampshire—Acts of 1917, ch. 196, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 244, p. 229.) For list of occupations affected by the law, see Appendix, Chart IV.

II. Ten and a Half Hours Daily—56 Hours Weekly

Vermont—Acts of 1917, No. 177, sec. 1044. (See Bulletin, Bureau of Labor Statistics, No. 244, p. 348.) For list of occupations affected by the law, see Appendix, Chart IV.

III. Ten and a Half Hours Daily—57 Hours Weekly

Tennessee—Acts of 1913, First Extra Session, ch. 12, sec. 1, Acts of 1915, ch. 144, sec. 2. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2062 and Bulletin, Bureau of Labor Statistics No. 186, p. 379.) For list of occupations affected by the law, see Appendix, Chart IV.

IV. Eleven Hours Daily—60 Hours Weekly

North Carolina—Acts of 1907, ch. 463, amended by ch. 148, Acts of 1915, sec. 2. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 295.) For list of occupations affected by the law, see Appendix, Chart IV.

V. Twelve Hours Daily—60 Hours Weekly

South Carolina—Code of 1912, sec. 430. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2003.) For list of occupations affected by the law, see Appendix, Chart IV.

**E. STATES WHICH HAVE LAWS REGULATING THE WEEKLY HOURS
OF WORK BUT NOT REGULATING THE DAILY HOURS OF
WORK IN CERTAIN OCCUPATIONS**

I. No Daily Limit—51 Hours Weekly

Oregon—Industrial Welfare Commission, Code of Rulings, sec. IV., 1916. (See Bulletin, Bureau of Labor Statistics, No. 213, p. 118.) For list of occupations affected by the law, see Appendix, Chart V.

II. No Daily Limit—54 Hours Weekly

Maine—Acts of 1915, ch. 350, sec. 3. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 181.) For list of occupations affected by the law see Appendix, Chart V.

New York—New York State Labor Law, 1918, article 12, sec. 161, c. For list of occupations affected by the law see Appendix, Chart V.

Oregon—Industrial Welfare Commission, Code of Rulings, No. 18, 1916. (See Bulletin, Bureau of Labor Statistics, No. 213, p. 125.) For list of occupations affected by the law, see Appendix, Chart V.

III. No Daily Limit—56 Hours Weekly

Massachusetts—Acts of 1911, ch. 313, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 971.) For list of occupations affected by the law, see Appendix, Charts V.

IV. No Daily Limit—58 Hours Weekly

Connecticut—Acts of 1907, ch. 220, sec. 2, as amended by ch. 179, Acts of 1913. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 418.) For list of occupations affected by the law, see Appendix, Chart V.

Classification of Legislation with regard to half holiday on Saturday, one day of rest in seven, time for meals, rest periods.

**II. CLASSIFICATION OF LEGISLATION WITH REGARD TO HALF-
HOLIDAY ON SATURDAY, ONE DAY OF REST IN SEVEN,
TIME FOR MEALS, REST PERIODS.**

Arizona—Penal Code 1913, sec. 717. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 206.)

Arkansas—Acts of 1915, Act No. 191, sec. 1 and 3. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 78.)

California—Industrial Welfare Commission Order, No. 3, April 3, 1918. Order of the Industrial Accident Commission, 1917.

Delaware—Acts of 1917, ch. 230, sec. 3135, 35; sec. 3137, 37. (See Bulletin, Bureau of Labor Statistics, No. 244, p. 115.)

District of Columbia—Acts of 1914, Public No. 60, 53rd Congress. (See Bulletin, Bureau of Labor Statistics, No. 166, p. 29.)

Indiana—Annotated Statutes, 1901, sec. 7087, K. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 647.)

Kansas—Industrial Welfare Commission, Jan. 9, 1917, Order No. 3a; July 22, 1918, Oct. 30, 1918.

Louisiana—Acts of 1900, Act No. 55, sec. 2; Acts of 1908, Act No. 301, sec. 4. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 848, p. 859.)

- Maine—Acts of 1915, ch. 350, sec. 4. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 181.)
- Maryland—Acts of 1916, ch. 147, sec. 14. (See Bulletin, Bureau of Labor Statistics, No. 213, p. 55.)
- Massachusetts—Acts of 1909, ch. 514, sec. 68, p. 971, as amended by Acts of 1917, ch. 110. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 148, p. 977; No. 244, p. 187.)
- Minnesota—Acts of 1913, ch. 581, sec. 2; Acts of 1909, ch. 499, sec. 3, p. 1120. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1141.)
- New Hampshire—Acts of 1913, ch. 156, sec. 1; Acts of 1915, ch. 164, sec. 1. (See Bulletin Bureau of Labor Statistics, No. 148, p. 1370, No. 186, p. 237.)
- New Jersey—Acts of 1911, ch. 273, sec. 1; compiled Statutes, sec. 16. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1386 and 1415.)
- New York—Consolidated Labor 1909, ch. 31, sec. 89 and sec. 8a-2; Acts of 1915, Ch. 321, sec. 1, Acts of 1915, ch. 648, sec. 2; Acts of 1914, ch. 331, sec. 3. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1478 and 1512; No. 186, p. 254-55 and p. 259; No. 166, p. 82.)
- Ohio—General Code 1910, sec. 1008; Acts of 1917, p. 149. (See Bulletin, Bureau of Labor Statistics No. 148, p. 1649; No. 244, p. 261.)
- Oregon—Industrial Welfare Commission Code of Rulings 1916, sec. V. 6; No. 12. (See Bulletin, Bureau of Labor Statistics, No. 213, p. 119 and 123.)
- Pennsylvania—Acts of 1913, ch. 466, secs. 3, 6, 7. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1929-30.)
- Wisconsin—Statutes of 1911, sec. 1728, 2. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2269.)
- Wyoming—Acts of 1915, ch. 45, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 436.)

Additional Data on provisions for half holiday Saturday. Reference—Bureau of Labor Statistics No. 148, "Digest and Summaries of certain classes of Laws Affecting Labor," p. 99. These data are included in the chart because these provisions are not given in the text of the laws incorporated in the Bulletins of Bureau of Labor Statistics.

- Colorado—In cities of 100,000 population or over, during the months of June, July and August.
- Delaware—Applies only to Newcastle County. In the city of Wilmington the law applies every Saturday in the year; in the rest of the county only from June to September, inclusive.
- District of Columbia—
- Illinois—In cities of 200,000 inhabitants or over.
- Indiana—For banks, etc., in cities of over 35,000 population.
- Louisiana—Cities and towns of over 15,000 population.
- Maine—
- Maryland—In Baltimore, Annapolis, Baltimore County, Hartford County, and Montgomery County.
- Michigan—
- Missouri—Cities of over 300,000 population.
- New Jersey—
- New York—
- Pennsylvania—
- South Carolina—In Charleston and Richland Counties only.
- Tennessee—

Virginia—Entire Saturday a holiday as to commercial paper.

Washington—(Bureau of Labor Statistics stated on January 18, 1919, that Washington should be included in this list but did not give scope.)

III. CLASSIFICATION OF LEGISLATION IN REGARD TO NIGHT WORK FOR WOMEN

A. States which Prohibit Night Work for Women in Certain Occupations

No. of States.....	12
Territory.....	1
Connecticut—Acts of 1917, ch. 300, sec. 1, and Acts of 1909, ch. and Acts of 1909, ch. 220, sec. 3, as amended, by the acts of 1913, ch. 179. (See Bulletin, Bureau of Labor Statistics, No. 244, p. 109 and Bulletin No. 148, p. 418.) For list of occupations affected by the law, see Appendix, Chart VII.	
Delaware—Acts of 1917, ch. 330, p. 115, secs. 3135, 35. (See Bulletin, Bureau of Labor Statistics, No. 244, p. 115.) For list of occupations affected by the law, see Chart VII.	
Indiana—Annotated Statutes 1901, sec. 7087c. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 645.) For list of occupations affected by the law, see Chart VII.	
Kansas—Orders of the Industrial Welfare Commission 1917, Order No. 3a. Order of October 30, 1918. (See Bulletin Bureau of Labor Statistics, No. 244, p. 174. "Working Hours for Women," report of American Association for Labor Legislation, not yet published.) For list of occupations affected by the law, see Appendix, Chart VII.	
Massachusetts—Acts of 1909, ch. 514, sec. 51. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 972.) For list of occupations affected by the law, see Appendix Chart VII.	
Nebraska—Acts of 1915, ch. 71, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 217.) For list of occupations affected by the law, see Appendix, Chart VII.	
New York—Acts of 1915, ch. 386, sec. 2; Acts of 1917, ch. 535, sec. 3; Consolidated Laws of 1909 added by ch. 83, Acts of 1913, sec. 93b; Acts of 1918, ch. 434. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 258; Bulletin, Bureau of Labor Statistics, No. 244, p. 248; Bulletin Bureau Labor Statistics, No. 148, p. 1513; "Working Hours for Women," report of American Association for Labor Legislation, not yet published.) For list of occupations affected by the law, see Appendix, Chart VII.	
Oregon—Industrial Welfare Commission, Orders, sec. V. No. 2-3, Order No. 8, sec. 6. (See Bulletin, Bureau of Labor Statistics, No. 213, p. 119, p. 122.) For list of occupations affected by the law, see Appendix, Chart VII.	
Pennsylvania—Acts of 1913, No. 466, sec. 4. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1929.) For list of occupations affected by the law, see Appendix, Chart VII.	
Porto Rico—Acts of 1913, Act No. 42, sec. 1, as amended by Act No. 139, Acts of Extraordinary Session, 1913. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1961.) For list of occupations affected by the law, see Appendix, Chart VII.	
South Carolina—Code of 1912, sec. 430. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2003.) For list of occupations affected by the law, see Appendix, Chart VII.	

Utah—Acts of 1915, ch. 23, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 393.) For list of occupations affected by the law, see Appendix, Chart VII.

Wisconsin—Industrial Welfare Commission Orders, 1917; Employment of Women—Hours of Labor, Order No. 1; Orders of 1918. (See Bulletin, Bureau of Labor Statistics, No. 244, p. 368; "Working Hours for Women," report of American Association for Labor Legislation not yet published.) For list of occupations affected by the law, see Appendix, Chart VII.

B States which Limit Night Work for Women in Certain Occupations

No. of States 5

Delaware—Acts of 1913, ch. 175, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 439.) For list of occupations affected by the law, see Appendix, Chart VII.

Kansas—Industrial Welfare Commission Order of July 22, 1918, and Order of Sept. 5, 1918. (See "Working Hours for Women," report of American Association for Labor Legislation not yet published.) For list of occupations affected by the law, see Appendix, Chart VII.

Maryland—Public General Laws, 1911, Article C, sec. 14. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 915.) For list of occupations affected by the law, see Appendix, Chart VII.

New Hampshire—Acts of 1917, ch. 196, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 244, p. 229.) For list of occupations affected by the law, see Appendix, Chart VII.

Wisconsin—Statutes of 1911, sec. 1728, 1 and 2. Industrial Commission Orders. Employment of Women—Hours of Labor, Order No. 3. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2269; Bulletin No. 244, p. 368.) For list of occupations affected by the law, see Appendix, Chart VII.

IV. CLASSIFICATION OF LEGISLATION IN REGARD TO MINIMUM WAGE FOR WOMEN

Arizona—Acts of 1917, ch. 38, sec. 1. (See Bulletin of Bureau of Labor Statistics, No. 244, pp. 61-62.)

Arkansas—Acts of 1915, Act No. 191. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 79.)

California—Acts of 1913, ch. 324, sec. 5-6. (See Bulletin, Bureau of Labor Statistics, No. 148, pp. 317-318.)

Colorado—Acts of 1913, ch. 110, sec. 1, and Acts of 1917, ch. 98, sec. 2-6. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 390 and Bulletin, Bureau of Labor Statistics, No. 244, pp. 100-105.)

Kansas—Acts of 1915, ch. 275, sec. 3. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 171.)

Massachusetts—Acts of 1912, ch. 706, sec. 1 and 4. Amended by Acts of 1916, ch. 303, sec. 1. (See Bulletin of the Bureau of Labor Statistics, No. 148, pp. 1012-1014 and Bulletin of the Bureau of Labor Statistics No. 186, p. 184.)

Minnesota—Acts of 1913, ch. 547. (See Bulletin of the Bureau of Labor Statistics, No. 148, pp. 1138-39.)

Nebraska—Revised Statutes, 1913, sec. 3617-3632. (See Bulletin, Bureau of Labor Statistics, No. 148, pp. 1306-1308.)

- Ohio—Amendment to the Constitution 1912, Article 2, sec. 34. (See Bulletin, Bureau of Labor Statistics, No. 148, 1603.)
- Oregon—Acts of 1913, ch. 62. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1775.)
- Utah—Acts of 1913, ch. 63. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2133.)
- Washington—Acts of 1913, ch. 174. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2224.)
- Wisconsin—Statutes of 1911, sec. 1729s-1-1729s-12. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2282.)

V. CLASSIFICATION OF LEGISLATION IN REGARD TO HOME WORK, WITH LEGAL REFERENCES

No. of States..... 9

A. States which Prohibit Home Work for all persons except the immediate members of a family residing in a given place.

- Illinois—Hurd's Revised Statutes, 1906, ch. 48, secs. 1-28. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 547.)
- Indiana—Annotated Statutes 1901, sec. 7087n. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 647-48.)
- Maryland—Labor Legislation, 1914, ch. 779, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 166, p. 103.)
- Massachusetts—Acts of 1909, c. 514, secs. 106-111. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 982-83.)
- Missouri—Revised Statutes, 1909, sec. 7853. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1181.)
- New Jersey—Compiled Statutes 1910, sec. 46, Laws of 1917, ch. 176, secs. 1-2. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1391; and No. 244, p. 237.)
- New York—Consolidated Laws, 1909, ch. 31, sec. 100 and 104; and ch. 45, sec. 33. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1519, and 1553.)
- Ohio—General Code 1910, sec. 1020. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1650.)
- Pennsylvania—Acts of 1905, Act No. 226, sec. 14. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1847.)
- Tennessee—Acts of 1915, ch. 28, secs. 1-5. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 377-78.)

B. States which Control Conditions under which Home Work may be Carried On

No. of States..... 12

- Connecticut—General Statutes 1902, Sections 4527-30. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 405.)
- Illinois—Hurd's Revised Statutes, 1906, ch. 48, secs. 21-28. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 347-48.)
- Indiana—Annotated Statutes 1901, sec. 7087n. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 647-48.)
- Maryland—Labor Legislation of 1914, ch. 779, sec. 1. (See Bulletin, Bureau of Labor Statistics, No. 166, p. 103.)

- Massachusetts—Acts of 1909, ch. 514, secs. 106-111. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 982-83.)
- Michigan—Acts of 1909, Act 285, sec. 122. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1068-69.)
- Missouri—Revised Statutes 1909, sec. 7853. (See Bulletin No. 148, p. 1181.)
- New Jersey—Compiled Statutes 1910, sec. 46; Laws of 1917, ch. 176, secs. 1-2. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 1391; No. 244, p. 237.)
- New York—Consolidated Laws 1909, ch. 31, secs. 100-106; ch. 45, sec. 33. (See Bulletin, Bureau of Labor Statistics, No. 148, pp. 1516-20, and p. 1553.)
- Pennsylvania—Brightley's Digest, 1893-1903, p. 825, secs. 1-4; Acts of 1905, Act No. 226, sec. 14, Acts of 1913, Act No. 428, sec. 34. (See Bulletin, Bureau of Labor Statistics, No. 148, pp. 1839, 1845, 1927-28.)
- Tennessee—Acts of 1915, ch. 28, secs. 1-5. (See Bulletin, Bureau of Labor Statistics, No. 186, p. 377-78.)
- Wisconsin—Statutes of 1911, secs. 1636-71. (See Bulletin, Bureau of Labor Statistics, No. 148, p. 2263.)